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ORIGINAL

**In The United States District Court
For The Middle District Of Pennsylvania**

① per
J. Rambo 6/15/01
HSC

1 : CV - 01 - 1057

Barbara A. Wilhelm

Plaintiff,

v.

**Commonwealth of PA, Pennsylvania State Police,
Colonel Paul J. Evanko, Commissioner,
Lieutenant Colonel Thomas K. Coury,
Captain Michael D. Simmers**

Defendants

Civil Action Law

Jury Trial Demanded

COMPLAINT

JURISDICTION

**FILED
HARRISBURG**

JUN 14 2001

MARY E. D'ANDREA, CLERK

Per *[Signature]*
DEPUTY CLERK

1. This action is brought to pursuant to 42 U.S.C. §§ 1983 and 1988 redress violations of plaintiff's rights as secured by Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e, and the Equal Pay Act of 1963, 29 U.S.C. § 206 (d), as well as independent actions under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e and the Equal Pay Act of 1963, 29 U.S.C. § 206 (d), and the Pennsylvania Human Relations Act, 43 Pa. C. S § 955, and the Whistleblower Law, 43 Pa. C.S. § 1421 et seq. The United States District Court for the Middle District of Pennsylvania has jurisdiction over this cause of action pursuant to 28 U.S.C. § §1331 and 1334, and 42 U.S.C. § 2000e. The United States District Court for the Middle District of Pennsylvania has supplemental jurisdiction over the pendant state claim pursuant to 28 U.S.C. § 1367 (a).

VENUE

2. United States District Court for the Middle District of Pennsylvania is the proper venue for this cause of action by reason of the activities of the defendants complained of herein having occurred in the geographical confines of this Court's jurisdiction.

PARTIES

3. The plaintiff Barbara A. Wilhelm is an adult female, residing at 1941 Clarks Valley Road Dauphin, Pennsylvania 17018.

4. The defendant Pennsylvania State Police (hereinafter, "Department") is an executive agency of the Commonwealth of Pennsylvania, with headquarters located at 1800 Elmerton Avenue, Harrisburg, Pennsylvania 17110.

5. The defendant Colonel Paul J. Evanko (hereinafter, "Colonel Evanko"), an adult male, is currently, and was at all times complained of herein, the Commissioner of the Pennsylvania State Police, with headquarters at 1800 Elmerton Avenue, Harrisburg, Pennsylvania 17110.

6. The defendant Lieutenant Colonel Thomas K. Coury (hereinafter, "Lt. Colonel Coury"), an adult male, is the Deputy Commissioner of Operations, and was at all times complained of herein, Deputy Commissioner of Administration, Pennsylvania State Police, with headquarters at 1800 Elmerton Avenue, Harrisburg, Pennsylvania 17110.

7. The defendant Captain Michael D. Simmers (hereinafter, "Captain Simmers"), an adult male, is the Executive Officer to Lt. Colonel Hawthorne N. Conley, Deputy Commissioner of Administration, previously to Lt. Colonel Coury, was at

all times complained of herein, Assistant Legislative Liaison, Legislative Affairs Office of the Pennsylvania State Police, with headquarters at 1800 Elmerton Avenue, Harrisburg, Pennsylvania 17110.

COUNT ONE

*Defendants Pennsylvania State Police Department and
Colonel Paul J. Evanko, Commissioner
Equal Pay Act Violation*

8. The plaintiff incorporates by reference herein Paragraphs 1 through 7 of this Complaint as fully as though the same were set forth herein at length.

9. In November 1978, Ms. Wilhelm was hired by the Commonwealth of Pennsylvania, Department of General Services, Bureau of Police and Safety as a Police Officer.

10. In June 1989, Ms Wilhelm was recruited by the Office of Inspector General, Governor's Office to be a Special Investigator.

11. As a Special Investigator, Ms. Wilhelm was entrusted with supervising and conducting highly sensitive and complex investigations throughout the Commonwealth of Pennsylvania.

12. In November 1989, Ms. Wilhelm, through special assignment, was appointed as the first female Director of the Bureau of Police and Safety, which governs Capitol Police operations.

13. By 1992, Ms. Wilhelm was promoted to Chief of Operations for the Office of Inspector General, Governor's Office.

14. In September 1996, Ms. Wilhelm was hired by the Pennsylvania State Police as an Intelligence Analyst 2, Analytical Unit, Intelligence Section, Bureau of

Criminal Investigation.

15. On or about January 10, 1998, Ms. Wilhelm was appointed to the newly created position of Legislative Specialist 1, in the Legislative Affairs Office, an Executive Office in the Pennsylvania State Police.

16. Captain Simmers, who was titled Assistant Legislative Liaison and classified as a Legislative Liaison 3, was designated as Ms. Wilhelm's' immediate supervisor.

17. Captain Simmer's immediate supervisor was Major Richard D. A. Morris (hereinafter, "Major Morris"), Director of the Legislative Affairs Office, who was classified as a Legislative Liaison 3.

18. Upon Ms. Wilhelm's appointment to the State Police Legislative Office, she began performing many duties that had been performed or were being performed by Captain Simmers and Major Morris.

19. Upon Ms. Wilhelm's appointment to the State Police Legislative Office, she became responsible for providing training and guidance to Captain Simmers regarding modern office methods and techniques, use of the personal computer, use of software, use of related peripherals, preparation of formal and informal correspondence, articulation of contents of correspondence, and interpretation of office operations.

20. Captain Simmers regularly and routinely delegated his duties and assignments as Assistant Legislative Liaison to Ms. Wilhelm.

21. Said duties and assignments included, but were not limited to: researching issues affecting agency operations which require legislative mandate for implementation; providing information and being a liaison between the agency and the

General Assembly to explain agency goals and initiatives; conferring with special interest groups, other state agencies, and local government officials to discuss legislative initiatives; analyzing the impact of proposed legislation on agency programs and goals; and developing agency legislative initiatives.

22. Said duties and assignments are identical to the duties and responsibilities of employees classified as a Legislative Liaison 3. A true and correct copy of the class specifications for the Legislative Liaison 3 is attached as Exhibit "A" and made a part hereof.

23. On occasions, during the period January 10, 1998 through March 17, 2000, when Captain Simmers was assigned as Acting Director in Major Morris's absence, Captain Simmers was given an increase in pay on the orders of Colonel Evanko and the Department.

24. On those same occasions when Captain Simmers was assigned as Acting Director in Major Morris's absence, Captain Simmer's delegated his duties and assignments as Acting Director to Ms. Wilhelm, in addition to the other duties delegated to Ms. Wilhelm.

25. On those same occasions when Captain Simmers was assigned as Acting Director and he delegated those duties to Ms. Wilhelm, she never received a comparable increase in pay.

26. Following the reassignment of Captain Simmers, during the period March 17, 2000 until Ms. Wilhelm's termination, May 1, 2000, Ms. Wilhelm continued performing the duties of employees classified as a Legislative Liaison 3.

27. Following the reassignment of Captain Simmers, during the period March

17, 2000 until Ms. Wilhelm's termination, May 1, 2000, when Ms. Wilhelm continued performing the duties of employees classified as a Legislative Liaison 3, she was not given any increase in pay.

28. At all times relevant to this complaint, Ms. Wilhelm's salary was lower than a similarly situated male employee, Ronald E. Plesco, Jr., classified as an Executive Policy Specialist 2 in the Legislative Affairs Office, despite regularly and routinely performing the duties of a Legislative Liaison 3.

29. The employment practices, as specified hereinbefore, constitute a violation of the Equal Pay Act of 1963, 29 U.S.C. § 206 (d).

30. As a direct result of the intentional and willful violations of her rights under the Equal Pay Act of 1963, 29 U.S.C. § 206 (d), committed by the defendants, as specified hereinbefore, Ms. Wilhelm has lost wages and other compensation and has suffered embarrassment, humiliation, mental anguish, to her great damage and loss.

31. As a direct result of the intentional and willful violations of her rights under the Equal Pay Act of 1963, 29 U.S.C. § 206 (d), committed by the defendants, as specified hereinbefore, Ms. Wilhelm has incurred counsel fees and court and other costs in an effort to seek redress for the violations of her civil rights.

32. As a direct result of the intentional and willful violations of her rights under the Equal Pay Act of 1963, 29 U.S.C. § 206 (d), committed by the defendants, as specified hereinbefore, the defendants are liable to Ms. Wilhelm for all injuries, damages, losses suffered, and all counsel fees and all costs incurred by Ms. Wilhelm in this action for the deprivation and violation of her civil rights.

33. As a direct result of the intentional and willful violations of her rights

under the Equal Pay Act of 1963, 29 U.S.C. § 206 (d), committed by the defendants, the defendants are subject to the imposition of damages, including punitive damages, back pay and front pay by this Court.

WHEREFORE, the plaintiff, Ms. Wilhelm, demands judgment against the defendants, the Pennsylvania State Police Department and Colonel Paul J. Evanko, Commissioner, in an amount in excess of \$100,000, with interest and costs, plus reasonable counsel fees.

COUNT TWO

*Defendants Pennsylvania State Police Department and
Colonel Paul J. Evanko, Commissioner
Equal Pay Violation*

34. The plaintiff incorporates by reference herein Paragraphs 1 through 33 of this Complaint as fully as though the same were set forth herein at length.

35. The employment practices, as specified hereinbefore, constitute a violation of the Pennsylvania Human Relations Act, 43 Pa. C. S § 955.

36. As a direct result of the intentional and willful violations of her rights under the Pennsylvania Human Relations Act, 43 Pa. C. S § 955, committed by the defendants, as specified hereinbefore, Ms. Wilhelm has lost wages and other compensation and has suffered embarrassment, humiliation, and mental anguish, to her great damage and loss.

37. As a direct result of the intentional and willful violations of her rights under the Pennsylvania Human Relations Act, 43 Pa. C. S § 955, committed by the defendants, as specified hereinbefore, Ms. Wilhelm has incurred counsel fees and court and other costs in an effort to seek redress for the violations of her civil rights.

38. As a direct result of the intentional and willful violations of her rights

under the Pennsylvania Human Relations Act, 43 Pa. C. S § 955, committed by the defendants, as specified hereinbefore, the defendants are liable to Ms. Wilhelm for all injuries, damages, losses suffered, and all counsel fees and all costs incurred by Ms. Wilhelm in this action for the deprivation and violation of her civil rights.

39. As a direct result of the intentional and willful violations of her rights under the Pennsylvania Human Relations Act, 43 Pa. C. S § 955, committed by the defendants, the defendants are subject to the imposition of damages, including punitive damages, back pay and front pay by this Court.

WHEREFORE, the plaintiff, Ms. Wilhelm, demands judgment against the defendants, the Pennsylvania State Police Department, and Colonel Paul J. Evanko, Commissioner, in an amount in excess of \$100,000, with interest and costs, plus reasonable counsel fees.

COUNT THREE

*Defendants Pennsylvania State Police Department,
Colonel Paul J. Evanko, Commissioner, and
Lieutenant Colonel Thomas K. Coury
Discriminatory Employment Practices*

40. The plaintiff incorporates by reference herein Paragraphs 1 through 39 of this Complaint as fully as though the same were set forth herein at length.

41. At all times relevant to this complaint, Ms. Wilhelm was not assigned an automobile.

42. At all times relevant to this complaint, Mr. Plesco and other similarly situated male employees were assigned an automobile.

43. At all times relevant to this complaint, Ms. Wilhelm was held accountable for leave usage and attendance.

44. At all times relevant to this complaint, similarly situated male employees

were not held accountable for leave usage and attendance.

45. At all times relevant to this complaint, Ms. Wilhelm was required to perform duties outside of her job classification.

46. At all times relevant to this complaint, similarly situated male employees were not required to perform duties outside of their respective job classifications.

47. At all times relevant to this complaint, Colonel Evanko prohibited Ms. Wilhelm from attending his staff meetings.

48. At all times relevant to this complaint, similarly situated male employees were permitted to attend Colonel Evanko's staff meetings.

49. After July 29, 1999, Ms. Wilhelm was prohibited from attending selected Legislative related functions.

50. After July 29, 1999, similarly situated male employees were permitted to attend selected Legislative related functions.

51. From 1998 through May 2000, Ms. Wilhelm submitted correspondence to and/or orally notified the following Department employees of disparate treatment referenced hereinbefore: Colonel Evanko; Major Morris and Barbara L. Christie Chief Counsel, who each reported to Colonel Evanko; Major Virginia L. Smith-Elliott, Equal Employment Opportunity Office, Major R. Dane Merryman (hereinafter, "Major Merryman"), Director, Bureau of Professional Responsibility, Corporal Garret L. Rain (hereinafter, "Corporal Rain"), Internal Affairs, Central Section, Bureau of Professional Responsibility, Lt. William A. Horgas, Systems and Process Review Division, Central Section, Bureau of Professional Responsibility, Sergeant Janet A. McNeal, Systems and Process Review Division, Central Section, Bureau of Professional Responsibility,

and Stanley Burkholder, Personnel Analyst 3, Bureau of Personnel, who each were under Lt. Colonel Coury's supervision. True and correct copies of correspondence are attached as Exhibits "B", "C", "D", "E", "F" and "G" and made a part hereof.

52. On or about July 1998, Ms. Wilhelm met with Major Merryman and notified him of examples of the disparate treatment referenced hereinbefore.

53. Captain Simmers learned of Ms. Wilhelm's complaint to Major Merryman, which is contrary to Department's procedure as set forth in Administrative Regulation - 425.08 Section F, Paragraph 9, regarding notification of subject of investigation.

54. No like breach of Department procedure was committed with respect to complaints filed by similarly situated male employees.

55. On or about June 1999, Ms. Wilhelm met with Corporal Rain to discuss and review correspondence addressing the disparate treatment referenced hereinbefore.

56. Captain Simmers learned of Ms. Wilhelm's complaint to Corporal Rain, which is contrary to Department's procedure as set forth in Administrative Regulation - 425.08 Section F, Paragraph 9, regarding notification of subject of investigation.

57. No like breach of Department procedure was committed with respect to complaints filed by similarly situated male employees.

58. Colonel Evanko and Lt. Colonel Coury approved this investigative procedure despite their knowledge that Captain Simmers was found by the Department to have harassed witnesses in a sexual harassment case filed against him and had to be banned from the floor on which the witnesses worked.

59. Colonel Evanko refused to take any action to remedy the discrimination,

despite Captain Simmers' acknowledgement that he was found to have engaged in sexual harassment and was disciplined by the Department.

60. On or about September 1999, Major Morris informed Ms. Wilhelm that she was the subject of the review being conducted by the Systems and Process Review Division, Bureau of Professional Responsibility.

61. The Systems and Process Review Division, Bureau of Professional Responsibility reported to Lt. Colonel Coury.

62. During the course of the investigation conducted by the Systems and Process Review Division, Ms. Wilhelm identified various Department rules violated by Captain Simmers.

63. On or about January 12, 2000, Captain Simmers allowed Ms. Wilhelm to read, but not copy, the Executive Summary Report prepared by the Systems and Process Review Division.

64. Captain Simmers instructed Ms. Wilhelm to direct any response to the report directly to him, despite the fact that he was the subject of her complaints.

65. On or about March 16, 2000, Ms. Wilhelm received a written notification from Major Ralph M. Periandi, Director, Bureau of Criminal Investigations, of an adjudication of an investigation prompted by a complaint made by Ms. Wilhelm against Captain Simmers.

66. The finding of the investigation was that Ms. Wilhelm's charges were unfounded. A true and correct copy of the notification is attached as Exhibit "H" and made a part hereof.

67. Said adjudication was rendered without notifying Ms. Wilhelm that an

investigation was being conducted or contacting her as a complainant and witness, which is in violation of Department Administrative Regulation 425.10, Section D, Paragraph 5.

68. By way of a memorandum dated January 3, 2000, Ms. Wilhelm notified Colonel Evanko that she was obtaining private legal counsel. A true and correct copy of the memorandum is attached as Exhibit "I" and made a part hereof.

69. By way of a memorandum dated July 14, 1999, Ms. Wilhelm notified the Department that complaint information would be discussed with an independent entity within state government. A true and correct copy of the memorandum is attached as Exhibit "J" and made a part hereof.

70. On or about May 1999, Ms. Wilhelm contacted Elizabeth S. Shuster, Chief Counsel, Pennsylvania Human Relations Commission to discuss the Department's discriminatory practices.

71. On or about January 7, 2000, Major Morris retired.

72. On or about January 19, 2000, Ms. Wilhelm told Linda M. Bonney Director, Bureau of Personnel for the Department, that she was interested in applying for the vacant Director, Legislative Affairs Office position.

73. On or about January 19, 2000, Ms. Bonney informed Ms. Wilhelm that she was not sure if bids would be accepted for the position and that she had not heard anything about the position.

74. On or about March 3, 2000, Ms. Wilhelm was required to train Captain Jeffrey Miller ("hereinafter, Captain Miller"), a male, on the duties and responsibilities of the Director for the Legislative Affairs Office.

75. On or about March 17, 2000, Captain Miller was appointed as the new Director for the Legislative Affairs Office based on the recommendation or direction of the Department and Colonel Evanko.

76. The Department and Colonel Evanko did not recommend any females for the position of the Director of Legislative Affairs Office.

77. In March 2000, Ms. Wilhelm learned that the position of Assistant Legislative Liaison would be vacant due to the reassignment of Captain Simmers.

78. In March 2000, Ms. Wilhelm contacted Ms. Christie and informed her that she was interested in being considered for the vacant Assistant Legislative Liaison position.

79. Ms. Wilhelm was not given an opportunity to apply for the vacant Assistant Legislative Liaison position.

80. On or about April 1, 2000, Sergeant William J. McHale, a male, was appointed as Assistant Legislative Liaison by the Department and Colonel Evanko.

81. On or about April 1, 2000, Ms. Wilhelm was required to train Sergeant McHale on the duties and responsibilities of the Assistant Legislative Liaison.

82. The employment practices, as specified hereinbefore, constitute a violation of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e.

83. As a direct result of the intentional and willful violations of her rights under the Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e, committed by the defendants, as specified hereinbefore, Ms. Wilhelm has lost wages and other compensation and has suffered embarrassment, humiliation, and mental anguish, to her great damage and loss.

84. As a direct result of the intentional and willful violations of her rights under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e, committed by the defendants, as specified hereinbefore, Ms. Wilhelm has incurred counsel fees and court and other costs in an effort to seek redress for the violations of her civil rights.

85. As a direct result of the intentional and willful violations of her rights under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e, committed by the defendants, as specified hereinbefore, Ms. Wilhelm is entitled to be appointed as the Director of the Legislative Office or Assistant Legislative Liaison, and the defendants are liable to Ms. Wilhelm for all injuries, damages, losses suffered, and all counsel fees and all costs incurred by Ms. Wilhelm in this action for the deprivation and violation of her civil rights.

86. As a direct result of the intentional and willful violations of her rights under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e, committed by the defendants, the defendants are subject to the imposition of damages, including punitive damages, back pay and front pay by this Court.

WHEREFORE, the plaintiff, Ms. Wilhelm, demands judgment against the defendants, the Pennsylvania State Police Department, Colonel Paul J. Evanko, Commissioner, and Lieutenant Colonel Thomas K. Coury, in an amount in excess of \$100,000, with interest and costs, plus reasonable counsel fees, and appointment as Director of the Legislative Office or Assistant Legislative Liaison.

COUNT FOUR

Pennsylvania State Police Department
Colonel Paul J. Evanko, Commissioner, and
Lieutenant Colonel Thomas K. Coury
Discriminatory Employment Practices

87. The plaintiff incorporates by reference herein Paragraphs 1 through 86 of this Complaint as fully as though the same were set forth herein at length.

88. The employment practices, as specified hereinbefore, constitute a violation of the Pennsylvania Human Relations Act, 43 Pa. C. S § 955.

89. As a direct result of the intentional and willful violations of her rights under the Pennsylvania Human Relations Act, 43 Pa. C. S § 955, committed by the defendants, as specified hereinbefore, Ms. Wilhelm has lost wages and other compensation and has suffered embarrassment, humiliation, and mental anguish, to her great damage and loss.

90. As a direct result of the intentional and willful violations of her rights under the Pennsylvania Human Relations Act, 43 Pa. C. S § 955, committed by the defendants, as specified hereinbefore, Ms. Wilhelm has incurred counsel fees and court and other costs in an effort to seek redress for the violations of her civil rights.

91. As a direct result of the intentional and willful violations of her rights under the Pennsylvania Human Relations Act, 43 Pa. C. S § 955 committed by the defendants, as specified hereinbefore, Ms. Wilhelm is entitled to be appointed as the Director of the Legislative Office or Assistant Legislative Liaison, and the defendants are liable to Ms. Wilhelm for all injuries, damages, losses suffered, and all counsel fees and all costs incurred, by Ms. Wilhelm in this action for the deprivation and violation of her civil rights.

92. As a direct result of the intentional and willful violations of her rights

under the Pennsylvania Human Relations Act, 43 Pa. C. S § 955, committed by the defendants, the defendants are subject to the imposition of damages, including punitive damages, back pay and front pay by this Court.

WHEREFORE, the plaintiff, Ms. Wilhelm, demands judgment against the defendants, the Pennsylvania State Police Department, Colonel Paul J. Evanko, Commissioner Lieutenant Colonel Thomas K. Coury, in an amount in excess of \$100,000, with interest and costs, plus reasonable counsel fees, and appointment as Director of the Legislative Office or Assistant Legislative Liaison.

COUNT FIVE

*Defendants Pennsylvania State Police Department
Colonel Paul J. Evanko, Commissioner,
Lieutenant Colonel Thomas K. Coury, and
Captain Michael D. Simmers
Wrongful Discharge and Retaliation*

93. The plaintiff incorporates by reference herein Paragraphs 1 through 92 of this Complaint as fully as though the same were set forth herein at length.

94. Colonel Evanko, Lt. Colonel Coury, and Captain Simmers initiated a series of investigations and administrative actions in an effort to destroy Ms. Wilhelm's career and in retaliation for making complaints, obtaining private legal counsel, and discussing complaint information with an independent entity within state government.

95. No similarly situated male employee was subjected to such investigations or administrative actions.

96. At all times relevant to this complaint Ms. Wilhelm received an Employee Performance Evaluation and was rated "outstanding" in the performance of all duties assigned to her. A true and correct copy of her 1998 and 1999 Employee Performance

Evaluations are attached as Exhibits "K" and "L" and made a part hereof.

97. On May 1, 2000, Ms. Wilhelm's employment was terminated.

98. The letter of termination given to Ms. Wilhelm provides that the termination was necessary due to the reorganization of the Legislative Office. A true and correct copy of the letter of termination is attached as Exhibit "M" and made a part hereof.

99. The Legislative Office did not reorganize.

100. As early as April 1999, Major Morris asked Ms. Wilhelm to draft a job description to be used to hire a clerical employee. A true and correct copy of the job description is attached as Exhibit "N" and made a part hereof.

101. Major Morris told Ms. Wilhelm that she would supervise the clerical person when the position was filled.

102. From April 1999 until the date of her termination, Ms. Wilhelm was lead to believe she would supervise the clerical employee who was to be hired.

103. In or about July 2000, a clerical employee was hired.

104. The Department practice had been to notify employees adversely affected by a reorganization of the date of the reorganization prior to the date of termination.

105. Ms. Wilhelm was not given advanced notice of her termination.

106. All males within the Legislative Affairs Office, and Captain Simmers, were given advance notice of Ms. Wilhelm's termination.

107. Ms. Wilhelm was terminated and less qualified males were hired to perform the duties and responsibilities she had performed since January 10, 1998.

108. On or about June 15, 2000, Ms. Wilhelm obtained information disclosing

the true basis for her termination.

109. On or about June 15, 2000, Ms. Wilhelm learned that her termination was listed as a dismissal in a Pennsylvania State Police Department Directive, Personnel Order 00 -13, dated June 15, 2000. A true and correct copy of Personnel Order 00-13 is attached as Exhibit "O" and made a part hereof.

110. Said Department Directive was drafted at the direction of the Department and Colonel Evanko.

111. Said Department was circulated among Department employees.

112. The designation of a termination as a dismissal is a derogatory designation used to denote a dismissal for cause.

113. The designation of Ms. Wilhelm's termination as a dismissal was an intentional act designated to publicly humiliate her, destroy her reputation and to discourage other woman from complaining about discriminatory employment practices within the Department.

114. On or about December 6, 2000, Ms. Wilhelm obtained documents which indicated that the Department entered the code "02200" into the Commonwealth of Pennsylvania's database for personnel actions. True and correct copies of the documents are attached as Exhibit "P" and "Q" and made a part hereof.

115. All Commonwealth of Pennsylvania hiring managers have access to said personnel database.

116. On or about March 2001, Ms. Wilhelm learned that code "02200" is routinely used as a means to inform other Commonwealth of Pennsylvania hiring managers that the termination was for cause.

117. The designation of Ms. Wilhelm's termination as a dismissal was an intentional act designed to publicly humiliate her, destroy her reputation and to prevent her from obtaining employment with other Commonwealth of Pennsylvania agencies.

118. No similarly situated male employee was terminated in such an intentionally misleading manner.

119. The Department's stated reason for Ms. Wilhelm's termination - a reorganization of the Legislative Affairs Office - was a pretext for a discriminatory and retaliatory motive.

120. The defendants retaliated against Ms. Wilhelm for complaining about the discriminatory employment practices.

121. The employment practices, as specified hereinbefore, constitute a violation of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e.

122. As a direct result of the intentional and willful violations of her rights under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e, committed by the defendants, as specified hereinbefore, Ms. Wilhelm has lost wages, lost pension benefits, and other compensation and has suffered embarrassment, humiliation, and mental anguish, to her great damage and loss.

123. As a direct result of the intentional and willful violations of her rights under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e, committed by the defendants, as specified hereinbefore, Ms. Wilhelm has incurred counsel fees and court and other costs in an effort to seek redress for the violations of her civil rights.

124. As a direct result of the intentional and willful violations of her rights

under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e, committed by the defendants, as specified hereinbefore, the defendants are liable to Ms. Wilhelm for all injuries, damages, losses suffered, and all counsel fees and all costs incurred, by Ms. Wilhelm in this action for the deprivation and violation of her civil rights.

125. As a direct result of the intentional and willful violations of her rights under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e, committed by the defendants, Ms. Wilhelm is entitled to reinstatement, and the defendants is subject to the imposition of damages, including punitive damages, back pay and front pay by this Court.

WHEREFORE, the plaintiff, Ms. Wilhelm, demands judgment against the defendants, the Pennsylvania State Police Department, Colonel Paul J. Evanko, Commissioner, Lieutenant Colonel Thomas K. Coury, Captain Michael D. Simmers, in an amount in excess of \$100,000, with interest and costs, plus reasonable counsel fees, and reinstatement.

COUNT SIX

*Defendants Pennsylvania State Police Department,
Colonel Paul J. Evanko, Commissioner
Lieutenant Colonel Thomas K. Coury, and
Captain Michael D. Simmers
Wrongful Discharge and Retaliation*

126. The plaintiff incorporates by reference herein Paragraphs 1 through 125 of this Complaint as fully as though the same were set forth herein at length.

127. The employment practices, as specified hereinbefore, constitute a violation of the Pennsylvania Human Relations Act, 43 Pa. C. S § 955.

128. As a direct result of the intentional and willful violations of her rights under the Pennsylvania Human Relations Act, 43 Pa. C. S § 955, committed by the

defendants, as specified hereinbefore, Ms. Wilhelm has lost wages, lost pension benefits and other compensation and has suffered embarrassment, humiliation, and mental anguish, to her great damage and loss.

129. As a direct result of the intentional and willful violations of her rights under the Pennsylvania Human Relations Act, 43 Pa. C. S § 955, committed by the defendants, as specified hereinbefore, Ms. Wilhelm has incurred counsel fees and court and other costs in an effort to seek redress for the violations of her civil rights.

130. As a direct result of the intentional and willful violations of her rights under the Pennsylvania Human Relations Act, 43 Pa. C. S § 955, committed by the defendants, as specified hereinbefore, the defendants are liable to Ms. Wilhelm for all injuries, damages, losses suffered, and all counsel fees and all costs incurred, by Ms. Wilhelm in this action for the deprivation and violation of her civil rights.

131. As a direct result of the intentional and willful violations of her rights under the Pennsylvania Human Relations Act, 43 Pa. C. S § 955, committed by the defendants, Ms. Wilhelm is entitled to reinstatement, and the defendants are subject to the imposition of damages, including punitive damages, back pay and front pay by this Court.

WHEREFORE, the plaintiff, Ms. Wilhelm, demands judgment against the defendants, the Pennsylvania State Police Department, Colonel Paul J. Evanko, Commissioner, Lieutenant Colonel Thomas K. Coury, and Captain Michael D. Simmers in an amount in excess of \$100,000, with interest and costs, plus reasonable counsel fees, and reinstatement.

COUNT SEVEN

*Defendants Pennsylvania State Police Department and
Colonel Paul J. Evanko, Commissioner
Whistleblower Violation*

132. The plaintiff incorporates by reference herein Paragraphs 1 through 131 of this Complaint as fully as though the same were set forth herein at length.

133. The employment practices, as specified hereinbefore, constitute a violation of the Whistleblower Law, 43 Pa. C.S. § 1421 et seq.

134. As a direct result of the intentional and willful violations of her rights under the Whistleblower Law, 43 Pa. C.S. § 1421 et seq., committed by the defendants, as specified hereinbefore, Ms. Wilhelm has lost wages, lost pension benefits and other compensation and has suffered embarrassment, humiliation, and mental anguish, to her great damage and loss.

135. As a direct result of the intentional and willful violations of her rights under the Whistleblower Law, 43 Pa. C.S. § 1421 et seq., committed by the defendants, as specified hereinbefore, Ms. Wilhelm has incurred counsel fees and court and other costs in an effort to seek redress for the violations of her civil rights.

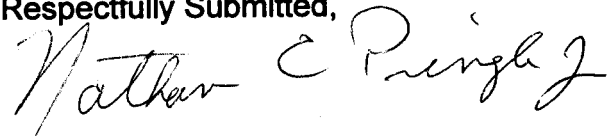
136. As a direct result of the intentional and willful violations of her rights under the Whistleblower Law, 43 Pa. C.S. § 1421 et seq., committed by the defendants, as specified hereinbefore, Ms. Wilhelm is entitled to reinstatement, and the defendants are liable to Ms. Wilhelm for all injuries, damages, losses suffered, and all counsel fees and all costs incurred by Ms. Wilhelm in this action for the deprivation and violation of her civil rights.

137. As a direct result of the intentional and willful violations of her rights under the Whistleblower Law, 43 Pa. C.S. § 1421 et seq., committed by the defendants,

Ms. Wilhelm is entitled to reinstatement, and the defendants are subject to the imposition of damages, including punitive damages, back pay and front pay by this Court.

WHEREFORE, the plaintiff, Ms. Wilhelm, demands judgment against the defendants, the Pennsylvania State Police Department and Colonel Paul J. Evanko, Commissioner, in an amount in excess of \$100,000, with interest and costs, plus reasonable counsel fees, and reinstatement.

Respectfully Submitted,



Nathan C. Pringle, Jr.
Atty. ID # 30142
3601 N. Progress Avenue
Suite 200
Harrisburg, Pennsylvania 17110
(717) 909-8520
Attorney for Plaintiff

Dated: June 14, 2001

07243

05/87

LEGISLATIVE LIAISON 3

DEFINITION: This is professional liaison and legislative analysis work in facilitating the review and advocacy of legislative initiatives for departments with multiple programs characterized by high public visibility, impact and sensitivity to Commonwealth citizens.

An employee in this class is responsible for planning, organizing and coordinating and integrated program of legislation review, legislation development, and legislative information and advocacy in cooperation and consultation with the Governor's Office of Legislative Affairs. Work involves the gathering and analysis of program and legislative data; coordinating the development of proposed legislation; providing information to the General Assembly on proposed legislation; recommending legislative strategies to the agency head; and coordinating activities with the Governor's Office. Work also involves representing the agency at legislative committee meetings and hearings. Work is performed under the general direction of the agency head who evaluates the work for effectiveness and adherence to departmental goals.

EXAMPLES OF WORK: Plans, organizes and coordinates a large-scale legislative analysis and liaison program for an agency with multiple programs characterized by high public visibility, impact and sensitivity to Commonwealth citizens.

Advises the agency head of state and federal legislative issues which affect agency programs, and develops agency legislative initiatives to attain goals and objectives.

Analyzes the impacts of proposed legislation on agency programs and goals, and recommends advocacy strategies or alternatives for the consideration of top management in cooperation and consultation with the Governor's Office of Legislative Affairs.

Provides information and liaison between the agency and the General Assembly to explain agency goals and initiatives, including the development of position papers and representing the agency at legislative committee meetings and hearings.

Confers with Governor's Office officials, special interest groups, other state agencies, and local government officials to discuss legislative initiatives and coordinate support activities.

Researches and directs the research of issues affecting agency operations which require legislative mandate for implementation.

Performs related duties as required.

LEGISLATIVE LIAISON 3 (CONTD)

B

COMMONWEALTH OF PENNSYLVANIA
PENNSYLVANIA STATE POLICE

DATE: September 13, 1999

SUBJECT: Review of the Legislative Affairs Office

TO: Lieutenant William A. Horgas
Commander
Systems and Process Review Division, Central Section
Bureau of Professional Responsibility

FROM: Barbara A. Wilhelm
Legislative Specialist 2
Legislative Affairs Office

1. The purpose of the memorandum is to request a confidential meeting with you and Major Richard D. A. Morris, Director, Legislative Affairs Office, upon the return of Major Morris to the office, and when convenient to both parties.

2. I am asking for this meeting to bring to your attention matters which involve an enlisted employee within the Legislative Affairs Office.

3. The matters include but are not limited to the following: gross incompetence, computer illiterate, work hours abuse, absence without submitting leave, use of unearned compensatory time, shirking from responsibility, misuse of state vehicle, failure to perform as a supervisor, temporary assignment to higher rank and failing to meet the minimum experience and training, shifting the burden of responsibility for executing or failing to execute an assignment, improper handling of service weapon, and creating a hostile/harassing work environment.

4. Additionally, I would like to suggest the review of long distance toll records regarding the routine use of the Centrex line.

5. Finally, I would like to address the employees alleged physical limitations and the use of the Commissioner's exercise room as a potential liability for the Department and potential Workers' Compensation matter.

6. Please inform me as to when it would be convenient to discuss these matters.

C

COMMONWEALTH OF PENNSYLVANIA
PENNSYLVANIA STATE POLICE

DATE: July 30, 1999

SUBJECT: Supervisory Responsibility

TO: Major Richard D. A. Morris
Director
Legislative Affairs Office

FROM: Barbara A. Wilhelm
Legislative Specialist 2
Legislative Affairs Office

1. I am writing this memorandum in regard to your pre-scheduled vacation leave from Monday, August 2, 1999, through Monday, August 16, 1999. Because of my Whistleblower complaint, I am requesting your consideration, that in your absence, you once-again identify a temporary, supervisor that will not include Captain Michael D. Simmers.

2. Thank you for your consideration regarding this sensitive matter.

cc: File

STD-501X (9-86)

COMMONWEALTH OF PENNSYLVANIA

DATE: July 30, 1999

SUBJECT: Supervisory Responsibility

To: Barbara A. Wilhelm
Legislative Specialist 2

FROM: Major Richard D.A. Morris *RDM*
Director
Legislative Affairs Office

1. I am writing in response to your July 30, 1999 subject memorandum. During my absence, August 2, 1999, through August 16, 1999, Captain Michael D. Simmers will be temporarily assigned to a higher rank, Acting Director, Legislative Affairs Office, per AR 4-11, at the direction of Commissioner Paul J. Evanko.

COMMONWEALTH OF PENNSYLVANIA
PENNSYLVANIA STATE POLICE

DATE: July 19, 1999

SUBJECT: Accountability of Staff

TO: Major Richard D. A. Morris
Director
Legislative Affairs Office

FROM: Barbara A. Wilhelm *BAW*
Legislative Specialist 2
Legislative Affairs Office

1. This memorandum is being submitted to expand on my request to develop a more formal reporting method for the staff members within the Legislative Affairs Office thus making each employee accountable for their own whereabouts.

2. Since my appointment to the Legislative Affairs Office on January 12, 1998, the accountability of staff has been a very serious problem.

3. As an employee that routinely remains at the worksite unless pulled away for a work-related reason, I continue to remain the source for Legislative staff to "yell in" and identify the location as to where they are allegedly going. By the same token, I am routinely the source that employees/visitors go to when they attempt to visit a staff member that is not at their worksite.

4. I am very uncomfortable with this procedure due to the past practice and pattern of staff not going to the location of where they claim to be going and using that location as an opportunity to go elsewhere. As an example, an employee that states he is going down to PICS departs and sometime later, a Trooper from PICS comes looking for him, states he was there for only a few minutes and eventually the employee is tracked down sometime later having lunch at his home. Another common example is an employee stating he is picking-up the mail, departs and does not return to the worksite for 2 ½ hours or later.

5. Thank you for taking my concerns into consideration.

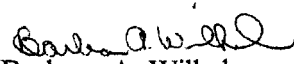
cc: File

**COMMONWEALTH OF PENNSYLVANIA
PENNSYLVANIA STATE POLICE**

DATE: December 20, 1998

SUBJECT: Addendum to Employee Initiated Position Reclassification

TO: Stanley Burkholder
Personnel Analyst 3
Classification and Organizational Development Section
Bureau of Personnel

FROM: 
Barbara A. Wilhelm
Legislative Specialist 1
Legislative Affairs Office

1. This correspondence is based on the recent discussion and review of my classification and your request for pertinent information to be brought to your attention regarding the position.

2. As requested, a second job description (submitted 12/11/98) reflecting the recent organizational reporting changes in the office, signed by the Director, Legislative Affairs Office, was forwarded for your review. As a direct result of the organizational reporting changes within the Legislative Affairs Office, I am requesting that a Classification Survey of the Legislative Affairs Office be conducted to better recognize the actual duties and responsibilities of each position within the office, prior to arriving at a recommendation for my position.

3. Additionally, I am bringing to your attention that the (Captain) Assistant Legislative Liaison, Legislative Affairs Office has been communicating that the Commissioner is making the Legislative Specialist position an Administrative Officer 1, pay grade 6 and then will move it up to a pay grade 7. In that the Governor's Management Directive addressing Processing of Reclassification Actions mandates all agencies under the Governor's jurisdiction to conduct, fair, thorough, technically competent and timely review of requests, I can only assume that these communications are malicious and serve no legitimate purpose. This information is being brought to your attention for appropriate action by the Bureau of Personnel and/or as deemed necessary, the Bureau of Professional Responsibility.

cc: Major Richard D. A. Morris, Director, Legislative Affairs Office

G

COMMONWEALTH OF PENNSYLVANIA
PENNSYLVANIA STATE POLICE

DATE: January 3, 2000

SUBJECT: Response to Use of Compensation Leave

TO: Major Richard D. A. Morris
Director
Legislative Affairs Office

FROM: *Barbara A. Wilhelm*
Barbara A. Wilhelm
Legislative Specialist 2
Legislative Affairs Office

ENCLOSURE: (1) Copy of e-mail forwarded to Major Morris for response.

1. On Wednesday, December 8, 1999, at 2:15 p.m. I forwarded an e-mail to you requesting information regarding the use of compensation leave. You had responded by reflecting on the PSP Collective Bargaining Unit and Master Agreement in relation to Annual and Personal Leave. Subsequently, I sent the enclosed e-mail to reiterate, by asking for policy/procedures that you have shared with my co-workers that guide their active participation in the Legislative Affairs Office compensation leave program. To date, I have not received a response.

2. As you are well aware, I routinely work long hours which includes working through break periods, lunch periods and remaining well after the completion of the work day. Historically, I have e-mailed you and on occasion, we have discussed situations that have had a direct affect on me and occurred because Captain Simmers is unfamiliar with office operations and does not access the legislative databases which ultimately results in assignments not be equitably distributed. In essence, I have earned a great deal of compensation leave.

3. I clearly remember both of us meeting with two members of the Pennsylvania State Police, Bureau of Professional Responsibility, Systems and Process Review Division, Central Section where I initiated the topic of compensation leave, of course, in relation to usage by Captain Simmers. The three of you responded in *unison* that there is no compensation leave in the State Police.

COMMONWEALTH OF PENNSYLVANIA
PENNSYLVANIA STATE POLICE

DATE: March 14, 2000

SUBJECT: Personnel Investigation IAD-1999-663
Subject: Capt. Michael D. SIMMERS
Executive and Administrative Offices

TO: Barbara A. WILHELM
Legislative Specialist 2

FROM: Major Ralph M. PERIANDI *RP*
Director
Bureau of Criminal Investigation

1. The Subject Personnel Investiagtion was initiated following an official complaint filed on your behalf by Mjr. Richard MORRIS (retired).

2. After careful review of same it was my determination that the allegations were unfounded.

3. This is your official notification of the adjudication of this investigation. The Subject Personnel Investigation has been closed.

COMMONWEALTH OF PENNSYLVANIA
PENNSYLVANIA STATE POLICE

DATE: January 3, 2000

SUBJECT: Systems and Process Review Division Reports

TO: Major Richard D. A. Morris
Director
Legislative Affairs Office

FROM: *Barbara A. Wilhelm*
Barbara A. Wilhelm
Legislative Specialist 2
Legislative Affairs Office

ENCLOSURE: (1) Copy of e-mail forwarded to Major Morris for response.

1. As you are aware, I forwarded an e-mail to you reminding you that back in November you stated to me that you would provide each staff member with a copy of the response that you prepared relating to the Review done by the Pennsylvania State Police, Bureau of Professional Responsibility, Systems and Process Review Division, Central Section. Thank you for letting me remind you once again, that to date, I have not received a copy of your response.

2. Regarding the remaining issues in the enclosed e-mail, specifically, the selective sharing of confidential information with my co-workers by the Department, your statement to me telephonically, that I need to know the Review was about me, and the targeted investigation led by employee Simmers are being addressed by my legal counsel.

cc: Colonel Paul J. Evanko, Commissioner
Major Virginia L. Smith-Elliott, Director, Equal Employment Opportunity Office
File

July 14, 1999

Corporal Garret L. Rain
Internal Affairs Division, Central Section
Bureau of Professional Responsibility
Pennsylvania State Police

Dear Corporal Rain:

This letter is in regard to the complaint that I have prepared under the Whistleblower Law, Act 1986-169.

To ensure the best interest of all parties, the Whistleblower Complaint will be appropriately provided, for impartial review, to an independent entity within State Government.

Sincerely,

Barbara A. Wilhelm
Legislative Specialist 2
Legislative Affairs Office
Pennsylvania State Police

EMPLOYEE PERFORMANCE REVIEW

020 5006

(Rev. 3-9-94)

GENERAL INFORMATION

TYPE REPORT

☒ ANNUAL☐ PROBATIONARY☐ INTERIM

EMPLOYEE NAME

ELM, BARBARA A.

AGENCY

020 STATE POLICE

EMPLOYEE NUMBER

111045

1

SPOST 1

☐ SUPERVISOR☐ NON-SUPERVISOR

STATUS

☐ CIVIL SERVICE ☒ NCS

ORGANIZATION

LEG LIAISON OFFICE

RATING PERIOD

FROM 03/97

TO 03/98

GENERAL INSTRUCTIONS

Verify/Complete General Information. Indicate whether employee is a supervisor or non-supervisor.

Review the employee's job description for the rating cycle. Review/discuss job standards (expectations/objectives/duties), to ensure appraisal relates to the specific responsibilities, job assignments and standards which have been conveyed to the employee for the rating cycle. Update the job description and essential job functions for the next rating cycle.

Indicate when you conveyed job standards to the employee and when progress review(s) was conducted.

Base the appraisal on the employee's performance during the entire review period, not isolated incidences or performance prior to current review period.

The comments sections should be used to: support performance ratings, indicate problem areas and provide guidance to employees on how to improve performance. Comments MUST be provided for outstanding, needs improvement and unsatisfactory rating, but are highly recommended for all other ratings. (ATTACH ADDITIONAL 8 1/2 X 11 PAPER IF NEEDED.)

PERFORMANCE RATING DEFINITIONS

- Outstanding:** Results are achieved on a consistent basis and significantly surpass job standards.
- Commendable:** The employee clearly exceeds job standards on a regular basis and demonstrates a high degree of initiative and quality of work.
- Satisfactory:** The employee meets the standards of the employee's job in a fully adequate manner.
- Needs Improvement:** The employee meets many of the standards of the employee's job in a satisfactory manner. Improvement is expected.
- Unsatisfactory:** Excessive performance deficiencies exist and must be corrected.

COMMUNICATION OF PERFORMANCE STANDARDS

Performance standards (objectives, duties, expectations, etc.) for this rating period were conveyed to employee on 3/23/97 date(s)

Progress Review(s) was conducted on 3/23/98 date(s) (at least one during rating cycle)

JOB FACTORS

5. INTERPERSONAL RELATIONS/AFFIRMATIVE ACTION

This factor measures the employee's demonstrated ability to develop and maintain positive and constructive internal/external relationships. Consideration should be given to the employee's demonstrated willingness to function as a team player, give and receive constructive criticism, resolve conflicts, recognize needs and sensitivities of others and treat others in a fair and equitable manner. Supervisors also are to be assessed on their demonstrated commitment to Affirmative Action.

OUTSTANDING	COMMENDABLE	SATISFACTORY	NEEDS IMPROVEMENT	UNSATISFACTORY
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Consistently promotes and maintains harmonious work environment. Exhibits understanding of needs of others that is reflected in attitude in dealing with them. -Is respected and trusted. Actively promotes/adheres to Affirmative Action program activities/requirements.	Maintains cooperative and positive work relationships. Handles conflict constructively. Promotes team work and cooperation, and fair and equitable treatment of others. Promotes/adheres to Affirmative Action program activities and requirements.	Interacts in a cooperative, positive manner. Avoids disruptive behavior. Deals appropriately with anger, frustration, conflict etc. Treats others fairly and equitably. Adheres to Affirmative Action policy/administrative requirements.	Usually gets along with others. Allows personal bias to affect job relationships. Requires occasional reminders regarding needs and sensitivities of others. Does not consistently adhere to Affirmative Action policy/administrative requirements.	Interpersonal relationships are counter productive to work unit functions as described in comments. Generally ignores Affirmative Action policy/administrative requirements.

Comments:

See Attached.

6. WORK HABITS

This factor measures the employee's demonstrated ability to utilize proper conduct, speech and ethical behavior in the work environment. Compliance with Commonwealth/agency/work unit policies and procedures such as attendance, punctuality, safety, security, housekeeping and other norms are assessed, as well as proper care and maintenance of assigned equipment.

OUTSTANDING	COMMENDABLE	SATISFACTORY	NEEDS IMPROVEMENT	UNSATISFACTORY
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work is planned/organized to cover all phases of job assignments. Work meets/oversees deadlines and turn of jobs are anticipated. Equipment and supplies are cared for wisely and in accordance with procedure. Employee serves as role model for other employees with regard to work rules.	Work is planned/organized to accomplish job assignments effectively and in a timely manner including those of unusual nature. Scheduled meetings/deadlines are met with few exceptions. Personal care is taken in use of equipment, with minimal waste. Employee adheres to organizational rules and procedures.	Work is planned to meet routine volume and timeliness. Employee adheres to organizational work rules and procedures with rare exceptions. Appropriate care is taken in use of equipment.	Organization and planning of work is infrequently demonstrated. Work often requires revisions resulting in decreased productivity or missed deadlines. Employee needs improvement in complying with rules, regulations and/or care of equipment.	Employee regularly fails to meet expected work results due to lack of effective organization, use of equipment or adherence to established rules/regulations.

Comments:

See Attached.

7. SUPERVISION/MANAGEMENT

(Required for all supervisors/managers) This factor measures the supervisor's demonstrated ability to assign work responsibility and authority to subordinates, establish monitoring activities and systems to ensure work progresses to completion, ensure compliance with established procedures/regulations, and take corrective action when necessary. It also assesses the supervisor's adherence to or completion of personnel/administrative requirements, i.e. timely performance evaluations, appropriate discipline, management of overtime, leave etc.

OUTSTANDING	COMMENDABLE	SATISFACTORY	NEEDS IMPROVEMENT	UNSATISFACTORY
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Manages/supervises employees and work activities to consistently achieve a smooth/timely work flow, high level of quality and quantity. Continuously strives to improve operations, staff and team spirit. Fully complies with personnel/administrative requirements.	Manages/supervises employees to achieve effective and timely work products. Delegates work effectively and appropriately to achieve maximum results. Provides adequate direction and training. Complies with personnel and administrative requirements.	Manages/supervises employees adequately to achieve satisfactory or normal work production and effectiveness. Meets personnel and administrative requirements.	Inconsistent effective supervision or management of staff. At times, fails to direct/train staff within existing means. Less than adequate quality and quantity of production. Inconsistent adherence to personnel and administrative requirements.	Ineffective supervision or management of staff. Fails to establish appropriate monitoring/control activities. Production is poor in quality and/or quantity. Often ignores personnel and administrative requirements.

Comments:

EMPLOYEE PERFORMANCE REVIEW (Barbara A. Wilhelm)**1. JOB KNOWLEDGE/SKILLS**

You are newly assigned to this position of Legislative Specialist 1, and even though you have only been here a short time (January 10, 1998) you display a thorough knowledge of the position and demonstrate those skills to perform the job. I believe some of this knowledge and skill can be attributed to your seventeen years of previous state employment. The knowledge involving State Police Rules & Regulations will be completely learned in time.

2. WORK RESULTS

You can be depended upon to complete any project assigned to you in a professional and timely manner. You exhibit a high quality product that goes beyond normal expectations. Throughout this short rating period you have demonstrated both accuracy and thoroughness while performing your newly assigned duties.

3. COMMUNICATIONS

You are extremely talented and proficient in organizing and presenting both written and oral communications. Listening is one area that needs a little work, you are sometimes performing so diligently to get the job done that you do not always hear all the requirements that have been relayed to you.

4. INITIATIVE/PROBLEM SOLVING

You are in control of all situations and very action oriented. You also demonstrate exceptional knowledge in identifying and resolving problems. Your planning and organizational skills have assisted in the Legislative Office becoming a very proficient work place.

5. INTERPERSONAL RELATIONS/ AFFIRMATIVE ACTION

You have already established a cooperative and positive work relationship within the PSP Legislative Office and with the Staff Members of the General Assembly. However, in your zeal to accomplish a task or get a job completed you sometimes forget the chain of command or the administrative policies and procedures within other organizational segments of the Department. This too will be learned in due time with the Department.

6. WORK HABITS

In the short period of time that you have been assigned to the Legislative Office, you consistently exceed the standards for all major responsibilities and objectives. You have also developed sound action plans to accomplish these goals.

TRAINING AND DEVELOPMENT RECOMMENDATIONS

You have requested and will be attending Computer Training at MPOETC dealing with Power Point Software. I support this and any other training requests along these lines when you can demonstrate that it will assist you in the performance of any of your duties.

COMMENTS AND SIGNATURES

It has been a real pleasure working with you up to this date and I hope that our working relationship continues on such a positive note in the future. You are a definite asset to this office and to the Department.

This Performance Review was based in part from input received from your prior Supervisor and Bureau Director at my request, due to the fact that you were under their Command for the majority of the past rating period.

AR 4-22
4/10/96

IDENTIFICATION OF ESSENTIAL JOB FUNCTIONS/ADA

Employee Name: BARBARA ANN WILHELM

Classification: Legislative Specialist 1

Essential Job Functions:

1. Assist members of the General Assembly in dealing with and/or resolving constituent problems involving the department.
2. Receives and analyzes proposed legislation. Prepares position papers for the Commissioner's signature.
3. Seeks clarification of legislative intent and tracks bills through the General Assembly.
4. Establishes and maintains PC data bases and utilizes various types of office equipment.
5. Communicates in a clear, concise manner orally and in writing.

Capt. M. J. [Signature]
Supervisor or Manager Signature

5/11/98
Date

ANNUAL EMPLOYEE PERFORMANCE REVIEW

Wilhelm, Barbara A.

Employee Number 111045

Employee Comments:

It is gratifying that with the creation of the Legislative Specialist position, the Legislative Office has become a self-contained operation and no longer requires assistance from members within the Bureau of Research and Development and support staff within the Executive Office.

I look forward to the office continuing to expand both in manpower and duties to allow for an increased focus on the academic assignments and the special projects that will enhance the operation and the Department.

Also, I look forward to attending professional training to remain competitive and to ensure professional growth, particularly, in areas of computer technology.

Intelligence Analyst, Bureau of Criminal Investigation (Sept. 30, 1996 - Jan. 9, 1998)

Although this Annual Performance Evaluation partially covers my job classification as an Intelligence Analyst, there were numerous contributions made to the Bureau and the Department that were beyond the scope of my job description.

From March 97 through October 97, eleven Transient Crime Training Classes were administered statewide to approximately 300 law enforcement officers. The training was unprecedented in the use of the Microsoft Power Point application in preparing customized lesson plans, handouts, computerized graphs, and charts. (Familiarity with the application was self-initiated since the Department was unable to provide equipment or expertise.)

Also, I compiled the first PSP Transient Criminal Activity Report. The 20-page publication was distributed to law enforcement officers throughout the Commonwealth to include private industry.

Additionally, the first PSP Transient Crime, Press Conference/Training Seminar was administered which included the Commissioner other cabinet officials, speakers and attendees from the private sector.

(Based on these accomplishments, a "Commissioner's Letter of Appreciation" was received.)

Other Specialized Training Programs were developed to assist the Bureau, which included topics such as: The Intelligence Function, Field Intelligence, and Bureau Management Initiatives.

Finally, I prepared several presentations at the request of the Commissioner for functions both within and outside the agency.

EMPLOYEE PERFORMANCE REVIEW

363 (Rev. 6/98)

020 5006

GENERAL INFORMATION	TYPE REPORT	<input type="checkbox"/> PROBATIONARY (CS/NCS union covered)	<input type="checkbox"/> INTERIM	<input checked="" type="checkbox"/> ANNUAL
		<input type="checkbox"/> PROBATIONARY (CS non-union)		
EMPLOYEE NAME	AGENCY	EMPLOYEE NUMBER		
WILHELM, BARBARA A.	020 STATE POLICE	111045		
CLASS TITLE	<input type="checkbox"/> SUPERVISOR	STATUS		
LEG SPCST 2	<input type="checkbox"/> NON-SUPERVISOR	<input type="checkbox"/> CIVIL SERVICE <input checked="" type="checkbox"/> NCS <input type="checkbox"/> SMS		
ORGANIZATION	RATING PERIOD			
5006 LEG LIAISON OFFICE	FROM 03/98		TO 03/99	

GENERAL INSTRUCTIONS

Verify/Complete General Information. Indicate whether employee is a supervisor or non-supervisor.

Review the employee's job description for the rating cycle. Review/discuss job standards (expectations/objectives/duties), to ensure appraisal relates to the specific responsibilities, job assignments and standards which have been conveyed to the employee for the rating cycle. Update the job description and essential job functions for the next rating cycle.

Indicate when you conveyed job standards to the employee and when progress review(s) was conducted.

Base the appraisal on the employee's performance during the entire review period, not isolated incidents or performance prior to current review period.

The comments sections should be used to: support performance ratings, indicate problem areas and provide guidance to employees on how to improve performance. Comments MUST be provided for outstanding, needs improvement and unsatisfactory rating, but are highly recommended for all other ratings. (ATTACH ADDITIONAL 8 1/2 X 11 PAPER IF NEEDED.)

PERFORMANCE RATING DEFINITIONS

- | | |
|--------------------|---------------------------------------------------------------------------------------------------------------------------------|
| Outstanding: | Results are achieved on a consistent basis and significantly surpass job standards. |
| Commendable: | The employee clearly exceeds job standards on a regular basis and demonstrates a high degree of initiative and quality of work. |
| Satisfactory: | The employee meets the standards of the employee's job in a fully adequate manner. |
| Needs Improvement: | The employee meets many of the standards of the employee's job in a satisfactory manner. Improvement is expected. |
| Unsatisfactory: | Excessive performance deficiencies exist and must be corrected. |

COMMUNICATION OF PERFORMANCE STANDARDS

- Performance standards (objectives, duties, expectations, etc.) for this rating period were conveyed to employee on 10/12/98 date(s)
- Progress Review(s) was conducted on 01/20/99 (at least one during rating cycle) date(s)

EMPLOYEE NAME: WILHELM, BARBARA A.

EMPLOYEE NUMBER: 111045

020 5006

JOB FACTORS**5. INTERPERSONAL RELATIONS/EQUAL EMPLOYMENT OPPORTUNITY (EEO)**

This factor measures the employee's demonstrated ability to develop and maintain positive and constructive internal/external relationships. Consideration should be given to the employee's demonstrated willingness to function as a team player, give and receive constructive criticism, resolve conflicts, recognize needs and sensitivities of others and treat others in a fair and equitable manner. Supervisors also are to be assessed on their demonstrated commitment to Equal Employment Opportunity.

OUTSTANDING	COMMENDABLE	SATISFACTORY	NEEDS IMPROVEMENT	UNSATISFACTORY
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Consistently promotes and maintains harmonious work environment. Exhibits understanding of needs of others that is reflected in attitude in dealing with them. Is respected and trusted. Actively promotes/adheres to EEO program activities/requirements.	Maintains cooperative and positive work relationships. Handles conflict constructively. Promotes team work and cooperation, and fair and equitable treatment of others. Promotes/adheres to EEO program activities and requirements.	Interacts in a cooperative, positive manner. Avoids disruptive behavior. Deals appropriately with anger, frustration, conflict etc. Treats others fairly and equitably. Adheres to EEO policy/administrative requirements.	Usually gets along with others. Allows personal bias to affect job relationships. Requires occasional reminders regarding needs and sensitivities of others. Does not consistently adhere to EEO policy/administrative requirements.	Interpersonal relationships are counter productive to work unit functions as described in comments. Generally ignores EEO policy/administrative requirements.

Comments:

6. WORK HABITS

This factor measures the employee's demonstrated ability to utilize proper conduct, speech and ethical behavior in the work environment. Compliance with Commonwealth/agency/work unit policies and procedures such as attendance, punctuality, safety, security, housekeeping and other norms are assessed, as well as proper care and maintenance of assigned equipment.

OUTSTANDING	COMMENDABLE	SATISFACTORY	NEEDS IMPROVEMENT	UNSATISFACTORY
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work is planned/organized to cover all phases of job assignments. Work meets/exceeds deadlines and future steps are anticipated. Equipment and supplies are cared for wisely and in accord with procedure. Employee serves as role model for other employees with regard to work rules.	Work is planned/organized to accomplish job assignments effectively and in a timely manner including those of unusual nature. Scheduled meetings/deadlines are met with few exceptions. Personal care is taken in use of equipment, with minimal waste. Employee adheres to organizational rules and procedures.	Work is planned to meet routine volume and timeliness. Employee adheres to organizational work rules and procedures with rare exceptions. Appropriate care is taken in use of equipment.	Organization and planning of work is infrequently demonstrated. Work often requires revisions resulting in decreased productivity or missed deadlines. Employee needs improvement in complying with rules, regulations and/or care of equipment.	Employee regularly fails to meet expected work results due to lack of effective organization, use of equipment or adherence to established rules/regulations.

Comments:

7. SUPERVISION/MANAGEMENT

(Required for all supervisors/managers) This factor measures the supervisor's demonstrated ability to assign work responsibility and authority to subordinates, establish monitoring activities and systems to ensure work progresses to completion, ensure compliance with established procedures/regulations, and take corrective action when necessary. It also assesses the supervisor's adherence to or completion of personnel/administrative requirements, i.e. timely performance evaluations, appropriate discipline, management of overtime, leave etc.

OUTSTANDING	COMMENDABLE	SATISFACTORY	NEEDS IMPROVEMENT	UNSATISFACTORY
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Manages/supervises employees and work activities to consistently achieve a smooth/timely work flow, high level of quality and quantity. Continuously strives to improve operations, staff and instills team spirit. Consistently complies with personnel/administrative requirements.	Manages/supervises employees to achieve effective and timely work products. Delegates work effectively and appropriately to achieve maximum results. Provides adequate direction and training. Complies with personnel and administrative requirements.	Manages/supervises employees adequately to achieve satisfactory or normal work production and effectiveness. Meets personnel and administrative requirements.	Inconsistent effective supervision or management of staff. At times, fails to direct/train staff within existing means. Less than adequate quality and quantity of production. Inconsistent adherence to personnel and administrative requirements.	Ineffective supervision or management of staff. Fails to establish appropriate monitoring/control activities. Production is poor in quality and/or quantity. Often ignores personnel and administrative requirements.

Comments:

**EMPLOYEE PERFORMANCE REVIEW
BARBARA A WILHELM
EMPLOYEE NUMBER 111045**

April 19, 1999

1. JOB KNOWLEDGE/SKILLS

Ms. Wilhelm has developed a comprehensive knowledge of the Legislative Affairs Office in the fifteen months since her addition to the office. Her understanding to the Vehicle Code, Crimes Code, Rules of Criminal Procedure and ability to research related information has been an asset to the Office operational efficiency. Ms. Wilhelm has mastered the Legislative web site and is preparing to provide a presentation to assist others in locating legislative information. Her organization skills have been key to the creation of historical files and the distribution of information throughout the Department. Ms. Wilhelm is a quick study and is always seeking ways to improve operations and enhance the Legislative Affairs Office.

2. WORK RESULTS

Ms. Wilhelm has demonstrated the ability to ensure work is submitted as complete staff products. She has provided complete bill analysis, timely and accurate. Ms. Wilhelm continues to work on a variety of assignments including maintaining and distributing Legislative Directories, maintaining the national Legislative Affairs Office Directory, as well as maintaining Office files. During this reporting period she has also created and helped present power point presentations for a Troop and Area Commanders Conference and presentation before a House of Representatives committee. Ms. Wilhelm was also instrumental in the recent office relocation, acquisition of equipment, and coordination of the various vendors and workers.

3. COMMUNICATIONS

Ms. Wilhelm communicates well with other members of the Department as well as those outside the Department. She responds promptly to requests. Her written correspondence is clear. Ms. Wilhelm communication skills are strongest in dealing with requests from members of the General Assembly and their staff.

4. INITIATIVE/PROBLEM SOLVING

Ms. Wilhelm continually presents options to enhance the Department's position on legislative and policy issues. She is resourceful, always looking for ways to be more efficient and organize. Ms. Wilhelm looks for issues before they become problems and provides ideas for their successful solution. She has recommended several Office initiatives including the National Directory of Legislative Affairs Offices and a informational resource for members of the General Assembly.

Wilhelm
April 19, 1999
Page 2

5. INTERPERSONAL RELATIONS/AFFIRMATIVE ACTION

Ms. Wilhelm strives to maintain a friendly work environment in the Legislative Affairs Office conducive to productivity and personal growth. She is committed to treating everyone fairly and professionally. There are occasions when personalities have caused friction in her assignments, however, she has completed work assignments aware of individual idiosyncracies and personalities. Ms. Wilhelm has limited patience for individuals who are not committed to their mission or assignment.

6. WORK HABITS

Ms. Wilhelm complies with work policies and procedures. She is aware of equipment care and maintenance. She consistently exceeds work standards and develops sound action plans for completing assignments. Ms. Wilhelm uses both annual and sick leave judiciously, maintaining a positive balance consistent with the value of the benefit.

7. SUPERVISION/MANAGEMENT

Not applicable.

TRAINING AND DEVELOPMENT RECOMMENDATIONS

Ms. Wilhelm has attended all mandatory in-service training. During 1998 and 1999 she sought training opportunities related to on-line research and personal computing and has attended Computer Training at the Municipal Police Officers Education and Training Commission. She was also selected to participate in the initial Enterprise Network training and her evaluation of the training was requested. Ms. Wilhelm will be encouraged to continue to seek applicable training opportunities.

RATER COMMENTS

Ms. Wilhelm is a vital and valued part of Office operations. She is constantly looking for ways contribute to the Office and the Department. I am pleased with her work ability and professional talents and was pleased to support her reclassification to Legislative Specialist II.

ANNUAL EMPLOYEE PERFORMANCE REVIEW

Wilhelm, Barbara A.
Legislative Specialist 2

Employee Number 111045
April 26, 1999

Employee Comments:

With the recent approval of an additional staff member to the Legislative Affairs Office, I look forward to being able to dedicate more time on special projects and being able to focus on pro-active initiatives that will enhance operations with the Legislative Affairs Office and the Department.

I also look forward to having the time to more aggressively utilize my management experience and my twenty years of State Government experience, which has included working directly with all of the agencies under the Governor's Jurisdiction.

Finally, I look forward to the implementation of the Pennsylvania State Police, Enterprise Network System to allow the Office to significantly increase productivity in operations and enhance our communications with the other state government agencies.

SP 3-346B (7-98)



PENNSYLVANIA STATE POLICE
DEPARTMENT HEADQUARTERS
1800 ELMERTON AVENUE
HARRISBURG, PA 17110

April 28, 2000

Ms. Barbara A. Wilhelm
1941 Clarks Valley Road
Dauphin, PA 17018

Dear Ms. Wilhelm:

By the authority of the Commissioner, you are hereby dismissed as a Legislative Specialist 2 with the Legislative Affairs Office, effective the close of business Monday, May 1, 2000.

This dismissal action is necessitated due to the reorganization of the Legislative Affairs Office.

As you are aware, you have an active retirement account under the State Employees' Retirement System. In order to determine your benefit entitlements, you are advised to contact the Harrisburg Regional Counseling Center, 30 North Third Street, Suite 319, Harrisburg, Pennsylvania 17108, telephone number (717) 783-9065, at your convenience to ensure timely processing of your benefits.

Be advised that your health benefits end upon termination of employment. You may qualify for continued coverage provided by the Consolidated Omnibus Budget Reconciliation Act (COBRA). Information regarding these benefits will be forwarded to you directly by the Pennsylvania Benefit Trust Fund.

The Bureau of Personnel will provide, under separate cover, the necessary documents to effect your separation from the Department.

Sincerely,

A handwritten signature in black ink, appearing to read "Linda M. Bonney".

Linda M. Bonney, Director
Bureau of Personnel

COPY

COMMONWEALTH OF PENNSYLVANIA
PENNSYLVANIA STATE POLICE

DATE: April 7, 1999

SUBJECT: Job Description for Position Classification Clerk Typist 2

TO: Linda M. Bonney
Director
Bureau of Personnel

FROM: Major Richard D. A. Morris *RDM*
Director
Legislative Affairs Office

ENCLOSURE: (1) Job Description for Position Classification Clerk Typist 2

1. Enclosed is the Job Description for the position classification of Clerk Typist 2 in the Legislative Affairs Office.

2. If possible, the Legislative Affairs Office is interested in including the following verbiage in the Vacancy Announcement:

"preferred knowledge of Microsoft Word Software Application...
"preferred knowledge and experience of State Government
Operations to include agencies under the Governor's jurisdiction...

3. Thank you for your assistance, should you have any questions, please contact me at 787-1426.

JOB DESCRIPTION

1. NAME OF EMPLOYEE (LAST NAME FIRST)		2. SOCIAL SECURITY NUMBER		3. REQUEST INITIATED BY <input type="checkbox"/> EMPLOYEE <input type="checkbox"/> AGENCY <input type="checkbox"/> OFFICE OF ADMINISTRATION							
4. AGENCY		BUREAU		DIVISION							
State Police		Executive & Administrative Offices		Legislative Affairs Office Harrisburg							
PRESENT CLASS TITLE				POSITION NUMBER							
Clerk Typist 2											
REGULAR SCHEDULE OR HOURS OF WORK				WORK IS							
DAY →	MON	TUES	WED	THURS	FRI	SAT	SUN	<input checked="" type="checkbox"/> FULL-TIME	<input type="checkbox"/> PART-TIME	<input checked="" type="checkbox"/> PERMANENT	<input type="checkbox"/> TEMPORARY
FROM	8:30	a.m.			LENGTH OF LUNCH PERIOD		EXPLAIN ROTATION OF SHIFTS (IF ANY)	
								30 minutes			
TO					4:30	p.m.		TOTAL HOURS PER WEEK			
								37.5			

Describe in detail the work you do, listing the most important duties first. Try to explain your work in a way that someone unfamiliar with your job can understand. (If you use machines or equipment, please list them and the approximate amount of time you use them.) Use as much additional paper (8½ x 11) as you need.

Performs a variety of clerk typist and administrative duties in support of the Legislative Affairs Office.

50%

1. Responsible for answering the Legislative Affairs Office telephone. Answers inquiries made by members of the PA General Assembly and their staff, which include following-through on requests regarding the status of PA Criminal History Checks. Receives and records complete and accurate messages. Some messages may be relaid orally or via voice mail. Telephone calls involving sensitive information are referred to the appropriate staff member. Refers visitors and callers to the appropriate person for handling. Informs visitors and callers who request to set up appointments, of the staff's availability. Schedules, reschedules, and cancels appointments, arranges meetings, notifies the appropriate party and records the necessary information on an appointment calendar.

10%

2. Types general correspondence, letters, memoranda, and interoffice forms from draft and handwritten copy, as prepared by the Legislative Affairs staff. Assists Legislative staff with special projects to include mass distribution of items. Reviews correspondence to ensure adherence to established policies and administrative procedures, general appearance, and appropriate attachments.

5%

3. Opens and sorts the daily mail, makes photocopies as necessary and distributes to the proper individual/bureau/office. Prepares the daily outgoing mail, typing envelopes, prepares the labels, and performs related duties associated with the task.

CERTIFICATION:

I certify that to the best of my knowledge all statements shown above are correct.

SIGNATURE OF EMPLOYEE

DATE

Job Description

- | | | |
|-----|----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 10% | 4. | Maintains a variety of files and reports. Files include House and Senate Members, House and Senate Bills, Analysis files, Act files, Testimony files, Subject matter files, and Regulatory information. Reports include the Biweekly Commissioner's Report to the Governor, Legislative Affairs Office Weekly Report, Legislative Priority Reports, and the Highlight Reports to the Governor. Purges files and reports as required and maintains office retention schedule based on legislative sessions. |
| 5% | 5. | Maintains the reference library of material utilized by Legislative staff. Reference material includes Codes, Digests, Handbooks, Directives, Circulars, Special Orders, and Manuals. |
| 5% | 6. | Makes travel arrangements, completes reservations for hotels, and transportation orders. Receives travel expense vouchers, reviews for accuracy and compliance with policy and procedure. |
| 5% | 7. | Acquires and maintains books, supplies, and equipment necessary for office operations. Prepares necessary procurement documents for requests for specialized types of equipment or supplies. |
| 5% | 8. | Uses various types of office equipment such as personal computer, application software, printer, electronic mail, copier and facsimile machine. |
| 5% | 9. | Performs other related duties as required. |

SP 3-200 (12-93)

00-13
Personnel Order
June 15, 2000

**PENNSYLVANIA STATE POLICE
DEPARTMENT DIRECTIVE**

SUBJECT: Separations

TO: Area, Troop and Station Commanders
and Bureau Directors

FROM: Commissioner

1. The following personnel terminated services
during May 2000:

ADAMS	PATRICE	M	Police Communications Operator Troop J, Lancaster 19900203 Appointed 20000526 Retired
BRACE	GEORGE	F JR	Cadet Training & Education 20000424 Enlisted 20000525 Resigned
CALHOUN	DAVID	J	Cadet Training & Education 20000424 Enlisted 20000505 Resigned
CAMPBELL	ALFRED		Captain Liquor Control Enforcement 19730125 Enlisted 20000526 Retired
CANEVARI	GILBERT	J II	Corporal Research & Development 19780622 Enlisted 20000526 Retired
FOSTER	PATRICK	A	Clerk 2 Liquor Control Enforcement 19980701 Appointed 20000523 Resigned

- 2 -

GRAY	EVELYN	V	Clerk Typist 2 Liquor Control Enforcement 19941116 Appointed 20000526 Retired
JEFFRIES	JAMES	H	Lieutenant Troop G, Hollidaysburg 19610907 Enlisted 20000503 Retired
MCBREEN	CHARLES	J	Trooper Troop H, Harrisburg 19860203 Enlisted 20000512 Retired
MERCADO	HAYDEE		Custodial Worker 1 Troop M, Bethlehem 19990809 Appointed 20000516 Resigned
NOVAK	EDWARD	JR	Corporal Troop H, Harrisburg 19750306 Enlisted 20000512 Retired
REARICK	CHRISTOPHER K		Cadet Training & Education 20000424 Enlisted 20000501 Resigned
ROBBINS	WAYNE	J	Maintenance Repairman 1 Troop P, Wyoming 19721102 Appointed 20000526 Retired
ROTTMUND	JAMES	F	Corporal Forensic Services 19750306 Enlisted 20000512 Retired
TARTAGLIA	FELIX	A 3D	Police Communications Operator Troop L, Reading 19950213 Appointed 20000507 Resigned
WAGNER	JOHN	W	Applications Developer 2 Technology Services 19960821 Appointed 20000512 Resigned

WILHELM	BARBARA	A	Legislative Specialist 2 Executive & Admin Offices 19960930 Appointed 20000501 Dismissed
YORTY	PATRICIA	L	Clerk Typist 2 Troop J, Lancaster 19970121 Appointed 20000519 Transferred

Paul J. Evanko
Paul J. Evanko
Colonel PSP

Distribution "E"

12/06/00

PET115

EMPLOYMENT PERIOD SELECTION

EMP NUMBER: 111045

BARBARA

A

WILHELM

EMPMT

FROM

TO

LATEST
POS NUM

SELECTION

PER

2 EMPLOYMENT PERIOD
STATE POLICE093096
093096

050100

247008

A
B1 EMPLOYMENT PERIOD
EXECUTIVE OFFICES
GENERAL SERVICES111378
070389
111378

100395

125319

C
D
EACTIVE(A) OR INACTIVE(I) EMPMT PER ONLY: _
TRAN ID: _____ EMPMT PER: _

SELECTION: _

XMIT: _

END OF DATA

PET116

DETAILED EMPMT HISTORY SUMMARY

12/06/00

EMP NUMBER: 111045

BARBARA

A

LHELM

POS NUMBER: 247008

LEG SPCST 2

TRAN	TRAN	TRAN	DPT	ORG	CLASS	BU	E	E	T	TS	P	PY	PY	LL	PAY	P	RG	RGHR	T
EFF DT	CODE	CODE	CD	CD	CODE	CD	C	D	S	ST	S	RN	SP	AL	RATE	M	HR	OVRD	B
000501	02200	00000	020	5006	07253	A3	F	P	N	00	S	08	12		1887.00	1	75	.00	S
000108	05500	00000	020	5006	07253	A3	F	P	N	00	S	08	12		1887.00	1	75	.00	S
990701	05300	00000	020	5006	07253	A3	F	P	N	00	S	08	11		1847.25	1	75	.00	S
990109	05500	00000	020	5006	07253	A3	F	P	N	00	S	08	11		1793.25	1	75	.00	S
981015	03300	04100	020	5006	07253	A3	F	P	N	00	S	08	10		1753.50	1	75	.00	S
980701	05300	00000	020	5006	07252	A3	F	P	N	00	S	07	12		1606.50	1	75	.00	S

TRAN ID: _____ TRAN EFF DT (YYMMDD): _____

XMIT: _____

12/06/01

PET116

DETAILED EMPMT HISTORY SUMMARY

EMP NUMBER: 111045

BARBARA

A

ILHELM

POS NUMBER: 247008

LEG SPCST 2

TRAN EFF DT	TRAN CODE	TRAN CODE	DPT CD	ORG CD	CLASS CODE	BU CD	E C	E D	T S	TS ST	P S	PY RN	PY SP	LL AL	PAY RATE	P M	RG HR	RGHR OVRD
980110	05500	00000	020	5006	07252	A3	F	P	N	00	S	07	12		1560.00	1	75	.00
980110	03200	04300	020	5006	07252	A3	F	P	N	00	S	07	11		1524.75	1	75	.00
970701	05300	00000	020	8215	70805	G4	F	P	N	00	S	07	11		1524.75	1	75	.00
960930	05800	00000	020	8215	70805	G4	F	P	N	00	S	07	11		1480.50	1	75	.00
960930	01100	00000	020	8215	70805	G4	F	P	N	00	S	07	1		1188.00	1	75	.00

TRAN ID: _____ TRAN EFF DT (YYMMDD): ____

XMIT: _____

END OF DATA

PET114

EMPMT HISTORY - PAY DATA

12/06/00

EMP NUMBER: 111045

BARBARA

A

ILHELM

POS NUMBER: 125319

NAME NOT AVAILABLE

TRAN EFF DT	TRAN CODE	TRAN CODE	POS NUMBER	P S	PY RN	PY SP	AC LV	LN LV	P M	PAY RATE	PAY OPTN	PAY FREEZE	TRAN USERID
951003	002100	000000	125319	S	09	8			1	1770.00	26.08		PAM06
950703	003200	004990	125319	S	09	8			1	1770.00	26.08		PAM09
950701	005300	000000	125319	S	09	8			1	1770.00	26.08		SYS081
950107	005500	000000	125319	S	09	8			1	1710.00	26.08		SYS081
940701	005300	000000	125319	S	09	7			1	1672.50	26.08		PAM19
940701	003200	004990	125319	S	09	7			1	1672.50	26.08		PAM19
C 940701	005300	000000	125319	S	09	7			1	1672.50	26.08		SYS081
940623	008000	000000	125319	S	09	7			1	1616.25	26.08		PAM06

TRAN ID: _____ TRAN EFF DT (YYMMDD): ____

XMIT: ____

12/06/00

PET1:14

EMPMT HISTORY - PAY DATA

EMP NUMBER: 111045

BARBARA A

LHELM

POS NUMBER: 125319

NAME NOT AVAILABLE

TRAN EFF DT	TRAN CODE	TRAN CODE	POS NUMBER	P S	PY RN	PY SP	AC LV	LN LV	P M	PAY RATE	PAY OPTN	PAY FREEZE	TRAN USERID
940101	005300	000000	125319	S	09	7			1	1616.25	26.08		SYS081
930701	005300	000000	125319	S	09	10			1	1584.00	26.08		SYS081
930109	005500	000000	125319	S	09	10			1	1537.50	26.08		SYS081
930101	005300	000000	125319	S	09	9			1	1518.75	26.08		SYS081
920727	003200	004100	125319	S	09	9			1	1496.25	26.08		PAM02
920701	005300	000000	125319	S	07	20			1	1301.25	26.08		SYS081
920324	008000	000000	125319	S	07	20			1	1278.75	26.08		PAM02
920111	005500	000000	125319	S	07	20			1	1278.75	26.08		PAM02

TRAN ID: _____ TRAN EFF DT (YYMMDD): ____

XMIT: _

12/06/00

PET114

EMPMT HISTORY - PAY DATA

EMP NUMBER: 111045

RBARA

A

ILHELM

POS NUMBER: 125319

NAME NOT AVAILABLE

TRAN EFF DT	TRAN CODE	TRAN CODE	POS NUMBER	P S	PY RN	PY SP	AC LV	LN LV	P M	PAY RATE	PAY OPTN	PAY FREEZE	TRAN USERID
920111	005500	000000	125319	S	06	20			1	1111.50	26.08		SYS081
911218	003990	004100	125319	S	07	19			1	1263.00	26.08		PAM02
910112	005500	000000	125319	S	06	19			1	1098.00	26.08		RETRO
910101	005300	000000	125319	S	06	18			1	1084.50	26.08		RETRO
900702	003200	004990	125319	S	06	18			1	1073.25	26.08		
900701	005300	000000	125271	S	06	18			1	1073.25	26.08		
900210	004300	000000	125271	S	06	18			1	1023.00	26.08		
900113	005500	000000	125271	S	06	18			1	1023.00	26.08		

TRAN ID: _____ TRAN EFF DT (YYMMDD): ____

XMIT: ____

12/06/00

PET114

EMPMT HISTORY - PAY DATA

EMP NUMBER: 111045

RBARA

A

ILHELM

POS NUMBER: 125319

NAME NOT AVAILABLE

TRAN EFF DT	TRAN CODE	TRAN CODE	POS NUMBER	P S	PY RN	PY SP	AC LV	LN LV	P M	PAY RATE	PAY OPTN	PAY FREEZE	TRAN USERID
890703	003100	004990	125271	S	06	17			1	1010.25	26.08		
890701	005300	000000	106935	S	06	17			1	1010.25	26.08		
890616	003200	004100	106935	S	38	D			1	954.75	26.08		
881104	005500	000000	120727	L	30	H		11	1	905.60	26.08		
880701	005300	000000	120727	L	30	H		10	1	901.60	26.08		
870701	005300	000000	120727	L	30	H		9	1	850.40	26.08		
860701	005300	000000	120727	L	30	H		9	1	822.40	26.08		
860610	005500	000000	120727	L	30	H		9	1	790.40	26.08		

TRAN ID: _____ TRAN EFF DT (YYMMDD): ____

XMIT: _

PET114

EMPMT HISTORY - PAY DATA

12/06/00

EMP NUMBER: 111045

RBARA

A

ILHELM

POS NUMBER: 125319

NAME NOT AVAILABLE

TRAN EFF DT	TRAN CODE	TRAN CODE	POS NUMBER	P S	PY RN	PY SP	AC LV	LN LV	P M	PAY RATE	PAY OPTN	PAY FREEZE	TRAN USERID
860214	005500	000000	120727	L	30	1			1	790.40	26.08		
850701	005300	000000	120727	L	30	H			1	764.00	26.08		
850201	005100	000000	120727	L	30	H			1	738.40	26.08		
840701	005300	000000	120727	L	30	G			1	708.80	26.08		
840102	005300	000000	120727	S	30	G			1	688.00	26.08		
840101	005300	000000	120727	S	30	G			1	688.00	26.08		
831111	005100	000000		S	30	G			1	674.40			
830901	005300	000000		S	30	F			1	644.80			

TRAN ID: _____ TRAN EFF DT (YYMMDD): ____

XMIT: _

END OF DATA

PET114

EMPMT HISTORY - PAY DATA

EMP NUMBER: 111045

BARBARA

A

WILHELM

POS NUMBER: 125319

NAME NOT AVAILABLE

TRAN EFF DT	TRAN CODE	TRAN CODE	POS NUMBER	P S	PY RN	PY SP	AC LV	LN LV	P M	PAY RATE	PAY OPTN	PAY FREEZE	TRAN USERID
830708	005300	000000		S	30	D			1	644.80			
821112	005100	000000		S	30	D			1	644.80			
820701	005300	000000		S	30	C			1	618.40			
811113	005100	000000		S	30	C			1	572.80			
810701	005300	000000		S	30	B			1	552.00			
801114	005100	000000		S	30	B			1	511.20			
800701	005300	000000		S	30	A			1	492.80			
791102	005100	000000		S	30	A			1	467.20			

TRAN ID: _____ TRAN EFF DT (YYMMDD): _____

XMIT: _____

END OF DATA

PET114

EMPMT HISTORY - PAY DATA

12/06/0

EMP NUMBER: 111045

BARBARA

A

ILHELM

POS NUMBER: 125319

NAME NOT AVAILABLE

TRAN EFF DT	TRAN CODE	TRAN CODE	POS NUMBER	P S	PY RN	PY SP	AC LV	LN LV	P M	PAY RATE	PAY OPTN	PAY FREEZE	TRAN USERID
790701	005300	000000		S	30	S			1	451.20			
790512	008000	000000		S	30	S			1	428.00			
790101	005300	000000		S	30	S			1	428.00			
781113	008000	000000		S	30	S			1	417.60			
781113	001100	000000		S	30	S			1	391.50			

TRAN ID: _____ TRAN EFF DT (YYMMDD): ____

XMIT: ____

END OF DATA

OFFICE OF ADMINISTRATION
BUREAU OF PERSONNEL
JANUARY 25, 1996
REVISED MARCH 3, 2000

TRANSACTION CODES AND SPECIAL FACTORS
EMPLOYEE/POSITION & EMPLOYMENT HISTORY UPDATE PROCESSING SYSTEMS

CODE

TRANSLATION

001100

APPOINTMENT

(795)

- 796 {
- *AA APPOINTMENT ABOVE MINIMUM
 - *AC HOURLY RATE - PREVIOUS POSITION
 - AD COMMONWEALTH ANNUITANT
 - AE FURLOUGH RIGHTS EXPIRES
 - AN MOVE UNDER THE GOVERNOR'S JURISDICTION
 - AO CIVIL SERVICE REINSTATEMENT
 - AP PRIOR COMMONWEALTH SERVICE
 - AQ FURLOUGHEE MADE WHOLE
- * ONE IS MANDATORY FOR APPTS ABOVE MINIMUM

001200

RE-EMPLOY-ADJUDICATION

- *AA APPOINTMENT ABOVE MINIMUM
 - *AC HOURLY RATE - PREVIOUS POSITION
 - AF UNION ARBITRATION
 - AG GRIEVANCE
 - AH CIVIL SERVICE COMMISSION ORDER
 - AI COURT ORDER
 - AJ PA HUMAN RELATIONS COMMISSION ORDER
 - AQ FURLOUGHEE MADE WHOLE
- * ONE IS MANDATORY FOR APPTS ABOVE MINIMUM

001300

RE-EMPLOY - PLACE, RECALL, PREFERENCE

- *AA APPOINTMENT ABOVE MINIMUM
- *AC HOURLY RATE - PREVIOUS POSITION
- AK FURLOUGH PLACEMENT
- AL FURLOUGH RECALL

CODETRANSLATION

AM FURLOUGH PREFERENCE LIST
 AQ FURLOUGHEE MADE WHOLE
 AR FURLOUGH - OPTIONAL LIST
 *ONE IS MANDATORY FOR APPTS ABOVE MINIMUM

001108

001208 CANCELLATION OF AN APPOINTMENT

001308

AH CIVIL SERVICE COMMISSION ORDER
 BA WITH NOTICE
 BF FAILURE TO QUALIFY - CIVIL SERVICE
 BG FAILURE/LOSS OF JOB QUALIFICATIONS
 FTR FAILED TO REPORT FOR EMPLOYMENT

002100 VOLUNTARY RESIGNATION

BA WITH NOTICE
 BB WITHOUT NOTICE
 BC IN LIEU OF FURLOUGH
 BCR COMPROMISE AND RELEASE NEGOTIATED
 BE ABANDONMENT
 BS MOVE NOT UNDER THE GOVERNOR'S JURISDICTION
 BU IN LIEU OF REMOVAL
 CB GRANTED CIVIL SERVICE LEAVE OF ABSENCE
 UP TRANSACTION PROCESS INITIATED LATE - VARIOUS REASONS

002200 DISMISSAL/REMOVAL

AH CIVIL SERVICE COMMISSION ORDER
 BD DURING PROBATIONARY PERIOD
 BE ABANDONMENT
 BF FAILURE TO QUALIFY - CIVIL SERVICE
 BG FAILURE/LOSS OF JOB QUALIFICATIONS
 BH DEFAULT - PHEAA LOAN
 BI COURT MARTIAL
 BPR WORK - RELATED INJURY CANNOT RETURN FULL DUTY
 BW UNSATISFACTORY PERFORMANCE
 BWA UNSATISFACTORY PERFORMANCE-ATTENDANCE/DEPENDABILITY

CODETRANSLATION

BX UNSPECIFIED
 BY CRIMINAL CHARGES/CONDUCT
 UP TRANSACTION PROCESS INITIATED LATE – VARIOUS REASONS

002300

FURLOUGH

BJ LACK OF WORK
 BK LACK OF FUNDS
 OOR OTHER OPERATIONAL REASONS
 UP TRANSACTION PROCESS INITIATED LATE – VARIOUS REASONS

002400

COMPLETE SPECIFIC EMPLOYMENT PERIOD

BA WITH NOTICE
 BB WITHOUT NOTICE
 UP TRANSACTION PROCESS INITIATED LATE – VARIOUS REASONS

002500

DEATH

BL NON - WORK RELATED
 BM WORK RELATED - LINE OF DUTY
 BN WORK RELATED - NOT LINE OF DUTY
 UP TRANSACTION PROCESS INITIATED LATE – VARIOUS REASONS

002600

RETIREMENT

BC IN LIEU OF FURLOUGH
 BCR COMPROMISE AND RELEASE NEGOTIATED
 BO AGE
 BP WORK RELATED DISABILITY
 BPR WORK - RELATED INJURY CANNOT RETURN FULL DUTY
 BQ YEARS OF SERVICE
 BR SPECIAL LEGISLATION
 BRD ACT 1994 - 29-30 YEARS ANY AGE
 BT NON-WORK RELATED DISABILITY
 BU IN LIEU OF REMOVAL
 UP TRANSACTION PROCESS INITIATED LATE – VARIOUS REASONS
 * AT LEAST ONE SPECIAL FACTOR CODE MUST BE PRESENT FOR ALL
 SEPARATION

CODETRANSLATION

002108	AF	UNION ARBITRATION
002208	AG	GRIEVANCE
002308	AH	CIVIL SERVICE COMMISSION ORDER
002408	AI	COURT ORDER
002508	AJ	PA HUMAN RELATIONS COMMISSION ORDER
002608	AK	FURLOUGH PLACEMENT
	AL	FURLOUGH RECALL
	AM	FURLOUGH PREFERENCE LIST
	AO	CIVIL SERVICE REINSTATEMENT
	AQ	FURLOUGHEE MADE WHOLE
	BSA	BACKPAY SETTLEMENTS/GRIEVANCE AWARDS
	GNP	LONGEVITY DATE NOT PROSPECTIVE – PAY SCHED S & T

003100/004100 TRANSFER BETWEEN DEPARTMENTS AND PROMOTION

AF	UNION ARBITRATION
AG	GRIEVANCE
AH	CIVIL SERVICE COMMISSION ORDER
AI	COURT ORDER
AJ	PA HUMAN RELATIONS COMMISSION ORDER
AQ	FURLOUGHEE MADE WHOLE
CA	REASSIGN WITH CIVIL SERVICE STATUS
CB	GRANTED CIVIL SERVICE LEAVE OF ABSENCE
CC	PROMOTION LIST
CD	EMPLOYMENT LIST
CE	END OF TRAINING WITHOUT EXAMINATION
CF	MERITORIOUS SERVICE WITHOUT EXAMINATION
CG	PROMOTION VIA DEMOTION WITHOUT EXAMINATION
CH	REINSTATEMENT
CK	VIA PLACEMENT DUE TO FURLOUGH
CL	TO VACANCY
CO	NOT UNDER GOVERNOR'S JURISDICTION
CP	VOLUNTARY
CQ	INVOLUNTARY
CR	VOLUNTARY DUE TO FURLOUGH
CS	AFTER FURLOUGH/CONTRACT OR CS RULES
CZP	PROMOTION PAY INCREASE EXCEEDS PAY RULES
GNP	LONGEVITY DATE NOT PROSPECTIVE – PAY SCHED S & T

CODETRANSLATION

003100/004200

TRANSFER BETWEEN DEPARTMENTS AND DEMOTION

AF UNION ARBITRATION
 AG GRIEVANCE
 AH CIVIL SERVICE COMMISSION ORDER
 AI COURT ORDER
 AJ PA HUMAN RELATIONS COMMISSION ORDER
 AQ FURLOUGHEE MADE WHOLE
 CA REASSIGN WITH CIVIL SERVICE STATUS
 CB GRANTED CIVIL SERVICE LEAVE OF ABSENCE
 CD EMPLOYMENT LIST
 CH REINSTATEMENT
 CK VIA PLACEMENT DUE TO FURLOUGH
 CL TO VACANCY
 CO NOT UNDER GOVERNOR'S JURISDICTION
 CP VOLUNTARY
 CQ INVOLUNTARY
 CR VOLUNTARY DUE TO FURLOUGH
 CS AFTER FURLOUGH/CONTRACT OR CS RULES
 CT SECTION 99.42 CIVIL SERVICE RULES
 GNP LONGEVITY DATE NOT PROSPECTIVE - PAY SCHED S & T

003100/004300

TRANSFER BETWEEN DEPARTMENTS AND REASSIGNMENT -
DIFFERENT CLASS BUT SAME MAXIMUM PAY RATE

AF UNION ARBITRATION
 AG GRIEVANCE
 AH CIVIL SERVICE COMMISSION ORDER
 AI COURT ORDER
 AJ PA HUMAN RELATIONS COMMISSION ORDER
 AQ FURLOUGHEE MADE WHOLE
 CA REASSIGN WITH CIVIL SERVICE STATUS
 CB GRANTED CIVIL SERVICE LEAVE OF ABSENCE
 CD EMPLOYMENT LIST
 CH REINSTATEMENT
 CK VIA PLACEMENT DUE TO FURLOUGH
 CL TO VACANCY
 CO NOT UNDER GOVERNOR'S JURISDICTION
 CP VOLUNTARY

CODETRANSLATION

CQ INVOLUNTARY
 CR VOLUNTARY DUE TO FURLOUGH
 CS AFTER FURLOUGH/CONTRACT OR CS RULES
 GNP LONGEVITY DATE NOT PROSPECTIVE – PAY SCHED S & T

003100/004990

TRANSFER BETWEEN DEPARTMENTS AND REASSIGNMENT -
 SAME CLASS

AF UNION ARBITRATION
 AG GRIEVANCE
 AH CIVIL SERVICE COMMISSION ORDER
 AI COURT ORDER
 AJ PA HUMAN RELATIONS COMMISSION ORDER
 AQ FURLOUGHEE MADE WHOLE
 CA REASSIGN WITH CIVIL SERVICE STATUS
 CB GRANTED CIVIL SERVICE LEAVE OF ABSENCE
 CD EMPLOYMENT LIST
 CK VIA PLACEMENT DUE TO FURLOUGH
 CL TO VACANCY
 CO NOT UNDER GOVERNOR'S JURISDICTION
 CP VOLUNTARY
 CQ INVOLUNTARY
 CR VOLUNTARY DUE TO FURLOUGH
 CS AFTER FURLOUGH/CONTRACT OR CS RULES
 CZR REASSIGNMENT SAME PAY SCHEDULE CHANGE TO STEP
 GNP LONGEVITY DATE NOT PROSPECTIVE – PAY SCHED S & T

003200/004100

TRANSFER BETWEEN ORGANIZATIONS, SAME
 DEPARTMENT AND PROMOTION

AF UNION ARBITRATION
 AG GRIEVANCE
 AH CIVIL SERVICE COMMISSION ORDER
 AI COURT ORDER
 AJ PA HUMAN RELATIONS COMMISSION ORDER
 AQ FURLOUGHEE MADE WHOLE
 CA REASSIGN WITH CIVIL SERVICE STATUS
 CB GRANTED CIVIL SERVICE LEAVE OF ABSENCE
 CC PROMOTION LIST
 CD EMPLOYMENT LIST

CODETRANSLATION

CE END OF TRAINING WITHOUT EXAMINATION
 CF MERITORIOUS SERVICE WITHOUT EXAM
 CG PROMOTION VIA DEMOTION WITHOUT EXAM
 CH REINSTATEMENT
 CJ VIA BUMP DUE TO FURLOUGH
 CK VIA PLACEMENT DUE TO FURLOUGH
 CL TO VACANCY
 CP VOLUNTARY
 CQ INVOLUNTARY
 CR VOLUNTARY DUE TO FURLOUGH
 CS AFTER FURLOUGH/CONTRACT OR CS RULES
 CZP PROMOTION PAY INCREASE EXCEEDS PAY RULES
 GNP LONGEVITY DATE NOT PROSPECTIVE – PAY SCHED S & T

003200/004200

TRANSFER BETWEEN ORGANIZATIONS IN SAME DEPARTMENT
 AND DEMOTION

AF UNION ARBITRATION
 AG GRIEVANCE
 AH CIVIL SERVICE COMMISSION ORDER
 AI COURT ORDER
 AJ PA HUMAN RELATIONS COMMISSION ORDER
 AQ FURLOUGHEE MADE WHOLE
 CA REASSIGN WITH CIVIL SERVICE STATUS
 CB GRANTED CIVIL SERVICE LEAVE OF ABSENCE
 CD EMPLOYMENT LIST
 CH REINSTATEMENT
 CJ VIA BUMP DUE TO FURLOUGH
 CK VIA PLACEMENT DUE TO FURLOUGH
 CL TO VACANCY
 CM VIA RECALL
 CP VOLUNTARY
 CQ INVOLUNTARY
 CR VOLUNTARY DUE TO FURLOUGH
 CS AFTER FURLOUGH/CONTRACT OR CS RULES
 CT SECTION 99.42 CIVIL SERVICE RULES
 GNP LONGEVITY DATE NOT PROSPECTIVE – PAY SCHED S & T

CODETRANSLATION

003200/004300

TRANSFER BETWEEN ORGANIZATIONS IN SAME DEPARTMENT AND
REASSIGNMENT-DIFFERENT CLASS BUT SAME MAXIMUM PAY RATE

AF UNION ARBITRATION
 AG GRIEVANCE
 AH CIVIL SERVICE COMMISSION ORDER
 AI COURT ORDER
 AJ PA HUMAN RELATIONS COMMISSION ORDER
 AQ FURLOUGHEE MADE WHOLE
 CA REASSIGN WITH CIVIL SERVICE STATUS
 CB GRANTED CIVIL SERVICE LEAVE OF ABSENCE
 CD EMPLOYMENT LIST
 CH REINSTATEMENT
 CJ VIA BUMP DUE TO FURLOUGH
 CK VIA PLACEMENT DUE TO FURLOUGH
 CL TO VACANCY
 CM VIA RECALL
 CP VOLUNTARY
 CQ INVOLUNTARY
 CR VOLUNTARY DUE TO FURLOUGH
 CS AFTER FURLOUGH/CONTRACT OF CS RULES
 GNP LONGEVITY DATE NOT PROSPECTIVE - PAY SCHED S & T

003200/004990

TRANSFER BETWEEN ORGANIZATIONS IN SAME DEPARTMENT AND
REASSIGNMENT - SAME CLASS

AF UNION ARBITRATION
 AG GRIEVANCE
 AH CIVIL SERVICE COMMISSION ORDER
 AI COURT ORDER
 AJ PA HUMAN RELATIONS COMMISSION ORDER
 AQ FURLOUGHEE MADE WHOLE
 CA REASSIGN WITH CIVIL SERVICE STATUS
 CB GRANTED CIVIL SERVICE LEAVE OF ABSENCE
 CD EMPLOYMENT LIST
 CJ VIA BUMP DUE TO FURLOUGH
 CK VIA PLACEMENT DUE TO FURLOUGH
 CL TO VACANCY
 CM VIA RECALL
 CP VOLUNTARY

CODETRANSLATION

CQ INVOLUNTARY
 CR VOLUNTARY DUE TO FURLOUGH
 CS AFTER FURLOUGH/CONTRACT OR CS RULES
 CZ MANAGEMENT EMPLOYEE TEMP TO HIGHER LEVEL WITHIN GRADE
 DEPT 011 ONLY
 CZR REASSIGNMENT SAME PAY SCHEDULE CHANGE TO PAY STEP
 PR DEPARTMENT RE-ORGANIZATION
 GNP LONGEVITY DATE NOT PROSPECTIVE – PAY SCHED S & T

003300/004100

TRANSFER BETWEEN FUNCTIONS, SAME DEPARTMENT OR
 ORGANIZATION AND PROMOTION

AF UNION ARBITRATION
 AG GRIEVANCE
 AH CIVIL SERVICE COMMISSION ORDER
 AI COURT ORDER
 AJ PA HUMAN RELATIONS COMMISSION ORDER
 AQ FURLOUGHEE MADE WHOLE
 CA REASSIGN WITH CIVIL SERVICE STATUS
 CB GRANTED CIVIL SERVICE LEAVE OF ABSENCE
 CC PROMOTION LIST
 CD EMPLOYMENT LIST
 CE END OF TRAINING WITHOUT EXAMINATION
 CF MERITORIOUS SERVICE WITHOUT EXAM
 CG PROMOTION VIA DEMOTION WITHOUT EXAM
 CH REINSTATEMENT
 CI VIA RECLASS
 CJ VIA BUMP DUE TO FURLOUGH
 CK VIA PLACEMENT DUE TO FURLOUGH
 CL TO VACANCY
 CP VOLUNTARY
 CQ INVOLUNTARY
 CR VOLUNTARY DUE TO FURLOUGH
 CS AFTER FURLOUGH/CONTRACT OR CS RULES
 CZP PROMOTION PAY INCREASE EXCEEDS PAY RULES
 GNP LONGEVITY DATE NOT PROSPECTIVE – PAY SCHED S & T

CODETRANSLATION

003300/004200

TRANSFER BETWEEN FUNCTIONS IN SAME DEPARTMENT OR ORGANIZATION AND DEMOTION

AF UNION ARBITRATION
 AG GRIEVANCE
 AH CIVIL SERVICE COMMISSION ORDER
 AI COURT ORDER
 AJ PA HUMAN RELATIONS COMMISSION ORDER
 AQ FURLOUGHEE MADE WHOLE
 CA REASSIGN WITH CIVIL SERVICE STATUS
 CB GRANTED CIVIL SERVICE LEAVE OF ABSENCE
 CD EMPLOYMENT LIST
 CH REINSTATEMENT
 CI VIA RECLASS
 CJ VIA BUMP DUE TO FURLOUGH
 CK VIA PLACEMENT DUE TO FURLOUGH
 CL TO VACANCY
 CM VIA RECALL
 CP VOLUNTARY
 CQ INVOLUNTARY
 CR VOLUNTARY DUE TO FURLOUGH
 CS AFTER FURLOUGH/CONTRACT OR CS RULES
 CT SECTION 99.42 CIVIL SERVICE RULES
 GNP LONGEVITY DATE NOT PROSPECTIVE - PAY SCHED S & T

003300/004300

TRANSFER BETWEEN FUNCTIONS IN SAME DEPARTMENT OR ORGANIZATION AND REASSIGNMENT-DIFFERENT CLASS BUT SAME MAXIMUM PAY RATE

AF UNION ARBITRATION
 AG GRIEVANCE
 AH CIVIL SERVICE COMMISSION ORDER
 AI COURT ORDER
 AJ PA HUMAN RELATIONS COMMISSION ORDER
 AQ FURLOUGHEE MADE WHOLE
 CA REASSIGN WITH CIVIL SERVICE STATUS
 CB GRANTED CIVIL SERVICE LEAVE OF ABSENCE
 CD EMPLOYMENT LIST
 CH REINSTATEMENT
 CI VIA RECLASS

CODETRANSLATION

CJ VIA BUMP DUE TO FURLOUGH
 CK VIA PLACEMENT DUE TO FURLOUGH
 CL TO VACANCY
 CM VIA RECALL
 CP VOLUNTARY
 CQ INVOLUNTARY
 CR VOLUNTARY DUE TO FURLOUGH
 CS AFTER FURLOUGH/CONTRACT OR CS RULES
 GNP LONGEVITY DATE NOT PROSPECTIVE – PAY SCHED S & T

003300/004990

TRANSFER BETWEEN FUNCTIONS IN SAME DEPARTMENT OR
 ORGANIZATION AND REASSIGNMENT - SAME CLASS

AF UNION ARBITRATION
 AG GRIEVANCE
 AH CIVIL SERVICE COMMISSION ORDER
 AI COURT ORDER
 AJ PA HUMAN RELATIONS COMMISSION ORDER
 AQ FURLOUGHEE MADE WHOLE
 CA REASSIGN WITH CIVIL SERVICE STATUS
 CB GRANTED CIVIL SERVICE LEAVE OF ABSENCE
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 CJ VIA BUMP DUE TO FURLOUGH
 CK VIA PLACEMENT DUE TO FURLOUGH
 CL TO VACANCY
 CM VIA RECALL
 CP VOLUNTARY
 CQ INVOLUNTARY
 CR VOLUNTARY DUE TO FURLOUGH
 CS AFTER FURLOUGH/CONTRACT OR CS RULES
 CZR REASSIGNMENT SAME PAY SCHEDULE CHANGE TO PAY STEP
 GNP LONGEVITY DATE NOT PROSPECTIVE – PAY SCHED S & T

003990/004100

TRANSFER - NO CHANGE IN DEPARTMENT, ORGANIZATION OR
 FUNCTION AND PROMOTION

AF UNION ARBITRATION
 AG GRIEVANCE
 AH CIVIL SERVICE COMMISSION ORDER
 AI COURT ORDER

CODETRANSLATION

AJ PA HUMAN RELATIONS COMMISSION ORDER
 AQ FURLOUGHEE MADE WHOLE
 CA REASSIGN WITH SERVICE STATUS
 CB GRANTED CIVIL SERVICE LEAVE OF ABSENCE
 CC PROMOTION LIST
 CD EMPLOYMENT LIST
 CE END OF TRAINING WITHOUT EXAMINATION
 CF MERITORIOUS SERVICE WITHOUT EXAM
 CG PROMOTION VIA DEMOTION WITHOUT EXAM
 CH REINSTATEMENT
 CI VIA RECLASS
 CK VIA PLACEMENT DUE TO FURLOUGH
 CL TO VACANCY
 CN IN ACCORDANCE WITH EXEC BOARD AMENDMENT
 CP VOLUNTARY
 CQ INVOLUNTARY
 CR VOLUNTARY DUE TO FURLOUGH
 CS AFTER FURLOUGH/CONTRACT OR CS RULES
 CZP PROMOTION PAY INCREASE EXCEEDS PAY RULES
 GNP LONGEVITY DATE NOT PROSPECTIVE - PAY SCHED S & T

003990/004200

TRANSFER WITH NO CHANGE IN DEPARTMENT, ORGANIZATION
OR FUNCTION AND DEMOTION

AF UNION ARBITRATION
 AG GRIEVANCE
 AH CIVIL SERVICE COMMISSION ORDER
 AI COURT ORDER
 AJ PA HUMAN RELATIONS COMMISSION ORDER
 AQ FURLOUGHEE MADE WHOLE
 CA REASSIGN WITH CIVIL SERVICE STATUS
 CB GRANTED CIVIL SERVICE LEAVE OF ABSENCE
 CD EMPLOYMENT LIST
 CH REINSTATEMENT
 CI VIA RECLASS
 CJ VIA BUMP DUE TO FURLOUGH
 CK VIA PLACEMENT DUE TO FURLOUGH
 CL TO VACANCY
 CM VIA RECALL
 CN IN ACCORDANCE WITH EXEC BOARD AMENDMENT

CODETRANSLATION

CP VOLUNTARY
 CQ INVOLUNTARY
 CR VOLUNTARY DUE TO FURLOUGH
 CS AFTER FURLOUGH/CONTRACT OR CS RULES
 CT SECTION 99.42 CIVIL SERVICE RULES
 GNP LONGEVITY DATE NOT PROSPECTIVE - PAY SCHED S & T

003990/004300

TRANSFER WITH NO CHANGE IN DEPARTMENT, ORGANIZATION
 OR FUNCTION AND REASSIGNMENT - DIFFERENT CLASS BUT SAME
 MAXIMUM PAY RATE

AF UNION ARBITRATION
 AG GRIEVANCE
 AH CIVIL SERVICE COMMISSION ORDER
 AI COURT ORDER
 AJ PA HUMAN RELATIONS COMMISSION ORDER
 AQ FURLOUGHEE MADE WHOLE
 CA REASSIGN WITH CIVIL SERVICE STATUS
 CB GRANTED CIVIL SERVICE LEAVE OF ABSENCE
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 CJ VIA BUMP DUE TO FURLOUGH
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 CL TO VACANCY
 CM VIA RECALL
 CN IN ACCORDANCE WITH EXEC BOARD AMENDMENT
 CP VOLUNTARY
 CQ INVOLUNTARY
 CR VOLUNTARY DUE TO FURLOUGH
 CS AFTER FURLOUGH/CONTRACT OR CS RULES
 GNP LONGEVITY DATE NOT PROSPECTIVE - PAY SCHED S & T

003990/004990

TRANSFER WITH NO CHANGE IN DEPARTMENT, ORGANIZATION
 OR FUNCTION AND REASSIGNMENT - SAME CLASS

AF UNION ARBITRATION
 AG GRIEVANCE
 AH CIVIL SERVICE COMMISSION ORDER
 AI COURT ORDER

CODETRANSLATION

AJ PA HUMAN RELATIONS COMMISSION ORDER
 AQ FURLOUGH MADE WHOLE
 CA REASSIGN WITH CIVIL SERVICE STATUS
 CB GRANTED CIVIL SERVICE LEAVE OF ABSENCE
 CD EMPLOYMENT LIST
 CJ VIA BUMP DUE TO FURLOUGH
 CK VIA PLACEMENT DUE TO FURLOUGH
 CL TO VACANCY
 CM VIA RECALL
 CN IN ACCORDANCE WITH EXEC BOARD AMENDMENT
 CP VOLUNTARY
 CQ INVOLUNTARY
 CR VOLUNTARY DUE TO FURLOUGH
 CS AFTER FURLOUGH/CONTRACT OR CS RULES
 CZ MANAGEMENT EMPLOYEE TEMP TO HIGHER LEVEL WITHIN GRADE
 DEPT 011 ONLY
 CZR REASSIGNMENT SAME PAY SCHEDULE CHANGE TO PAY STEP
 GNP LONGEVITY DATE NOT PROSPECTIVE – PAY SCHED S & T

005100 ANNUAL INCREMENT

DR MERIT INCREASE FOR PERFORMANCE
 GNP LONGEVITY DATE NOT PROSPECTIVE – PAY SCHED S & T

005200 EXCEPTIONAL INCREMENT

GNP LONGEVITY DATE NOT PROSPECTIVE – PAY SCHED S & T

005300 GENERAL PAY INCREASE, CONTRACTUAL PAY INCREASE
OR EXECUTIVE BOARD AMENDMENT

DJ GENERAL PAY INCREASE
 DK CONTRACT PAY INCREASE
 DL COST OF LIVING INCREASE
 DM EXECUTIVE BOARD AMENDMENT
 GNP LONGEVITY DATE NOT PROSPECTIVE – PAY SCHED S & T

005400 ACADEMIC ATTAINMENT

CODETRANSLATION

005500

LONGEVITY INCREASE

GNP LONGEVITY DATE NOT PROSPECTIVE – PAY SCHED S & T

005600

SELECTIVE TRAINEE INCREASE

005800

OTHER CHANGES AFFECTING PAY

DD PAY DECREASE

DE PAY DECREASE - DISCIPLINE

DF SALARY ADJUST/ORIG TRANSACTION INCORRECT

DG SPECIAL SALARY INCREASE

DQ CASH REWARD FOR PERFORMANCE

DV 15 YEAR SERVICE BONUS (DEPT 011 ONLY)

DBA ADJUST PAY - LIGHT DUTY ACT 534

DBB ADJUST PAY - LIGHT DUTY HEART & LUNG

DBC ADJUST PAY - RECURRENCE ACT 534

DBD ADJUST PAY - RECURRENCE HEART & LUNG

DBE SET, CHG, OR REMOVE SALARY FREEZE DATE

DPB BEGIN SUPERVISOR'S DIFFERENTIAL PAY

DPE END SUPERVISOR'S DIFFERENTIAL PAY

DJA HIGHWAY AGILITY PROGRAM DEPT 008 ONLY

DJC REAL ESTATE CERTIFICATION PROGRAM

DJD QUARTERLY CASH PAYMENT EB99-111 DEPT 011 ONLY

GQ PAY METHOD

GR PAY OPTION

GNP LONGEVITY DATE NOT PROSPECTIVE – PAY SCHED S & T

CODETRANSLATIONEARNINGS TYPE CODE

005900

SUPPLEMENTAL BI-WEEKLY EARNINGS

DZB PHYSICIAN WEIGHTED SALARY 152

DZC RETENTION SALARY - CORR 155

DZD RETENTION SALARY - PEMA 156

DZE BIWEEKLY OVERTIME-5%RATE (DEPT. 014) 430

DZF BIWEEKLY OVERTIME PREMIUM 431

DZI FACULTY SUMMER SABBATICAL SALARY 157

HOP HOME OFFICE PAYMENT 741

MAP MEAL ALLOWANCE PAYMENT 740

CODETRANSLATION

005910

SUPPLEMENTAL ONE - TIME EARNINGS

DJA	HIGHWAY AGILITY PROGRAM (DEPT 008 ONLY)	701
DJB	BONUS PAYMENTS (DEPT 012 & 038)	714
DJC	REAL ESTATE CERTIFICATION PROGRAM	701
DJD	QUARTERLY CASH PAYMENT EB99-111 (DEPT 011 ONLY)	701
DJJ	GPI CASH PAYMENTS	700
DJK	CASH PAYMENT FOR LONGEVITY INCREASE	701
DZ	STRESS PAYMENT	706
DZA	MANAGEMENT BONUS	707
DZJ	EMERGENCY RESPONSE PAY (DEPT. 035 ONLY)	708
DZK	HEALTH QUALITY EXAMINERS SMQT CERTIFICATION PAYMENT (DEPT. 007 ONLY)	721
DZL	INCENTIVE PAYMENT (DEPT.012) OR INVESTMENT PAYMENT (DEPT. 072)	552
DZN	INCENTIVE PAYMENT	705
DZP	MUN POL OFF TRN (DEPT. 038)	716
DZW	ACT 632/534 BEN PAYMENT (DEPT. 011, 016, 021, 025)	722
DZS	DEP COMM STAFF ASST (DEPT 011)	530

006010

BEGIN MILITARY LWOP

HI	LWOP WITH BENEFITS
HJ	LWOP WITHOUT BENEFITS
	*ONE SPECIAL FACTOR CODE MUST BE PRESENT
BSA	BACKPAY SETTLEMENTS/GRIEVANCE AWARDS

006020

RETURN FROM MILITARY LWOP

BSA	BACKPAY SETTLEMENTS/GRIEVANCE AWARDS
GM	ANNUAL INCREMENT DATE
GN	LONGEVITY DATE
GNP	LONGEVITY DATE NOT PROSPECTIVE - PAY SCHED S & T

CODETRANSLATION

006050

BEGIN LEAVE WITHOUT PAY WITHOUT BENEFITS

IW WORK-RELATED INJURY LEAVE WITHOUT PAY WITHOUT BENEFITS
 OR OTHER REASONS, LEAVE WITHOUT PAY
 PW PARENTAL LEAVE WITHOUT PAY WITHOUT BENEFITS
 SW SICK LEAVE WITHOUT PAY WITHOUT BENEFITS
 * ONE SPECIAL FACTOR CODE MUST BE PRESENT
 BSA BACKPAY SETTLEMENTS/GRIEVANCE AWARDS

006060

RETURN FROM LEAVE WITHOUT PAY WITHOUT BENEFITS

IW WORK-RELATED INJURY LEAVE WITHOUT PAY WITHOUT BENEFITS
 OR OTHER REASONS, LEAVE WITHOUT PAY
 PW PARENTAL LEAVE WITHOUT PAY WITHOUT BENEFITS
 SW SICK LEAVE WITHOUT PAY WITHOUT BENEFITS
 * ONE SPECIAL FACTOR CODE MUST BE PRESENT
 BSA BACKPAY SETTLEMENTS/GRIEVANCE AWARDS
 GM ANNUAL INCREMENT DATE
 GN LONGEVITY DATE
 GNP LONGEVITY DATE NOT PROSPECTIVE - PAY SCHED S & T

006070

BEGIN ABSENCE WITHOUT LEAVE (UNAUTHORIZED)

BSA BACKPAY SETTLEMENTS/GRIEVANCE AWARDS

006080

RETURN FROM ABSENCE WITHOUT LEAVE (UNAUTHORIZED)

BSA BACKPAY SETTLEMENTS/GRIEVANCE AWARDS
 GM ANNUAL INCREMENT DATE
 GN LONGEVITY DATE
 GNP LONGEVITY DATE NOT PROSPECTIVE - PAY SCHED S & T

006090

BEGIN SUSPENSION

HI WITHOUT PAY WITH BENEFITS
 HJ WITHOUT PAY WITHOUT BENEFITS
 * ONE SPECIAL FACTOR CODE MUST BE PRESENT
 BSA BACKPAY SETTLEMENTS/GRIEVANCE AWARDS

- Use w/benefits for short-term or if paid during
 any part of the PP; use w/out
 for long-term where a full PP
 is not paid.

CODETRANSLATION

006100 RETURN FROM SUSPENSION

BSA BACKPAY SETTLEMENTS/GRIEVANCE AWARDS
 GM ANNUAL INCREMENT DATE
 GN LONGEVITY DATE
 GNP LONGEVITY DATE NOT PROSPECTIVE – PAY SCHED S & T

006130 BEGIN SABBATICAL LEAVE WITH PAY

006140 RETURN FROM SABBATICAL LEAVE WITH PAY

006150 BEGIN WORK RELATED INJURY

PIL PAID INJURY LEAVE
 WDL WORK-RELATED DISABILITY LEAVE
 * ONE SPECIAL FACTOR CODE MUST BE PRESENT
 BSA BACKPAY SETTLEMENTS/GRIEVANCE AWARDS

006160 RETURN FROM WORK RELATED INJURY

BSA BACKPAY SETTLEMENTS/GRIEVANCE AWARDS
 GNP LONGEVITY DATE NOT PROSPECTIVE – PAY SCHED S & T

006210 BEGIN LEAVE WITHOUT PAY WITH BENEFITS

FCL FAMILY CARE LEAVE WITHOUT PAY WITH BENEFITS
 OR OTHER REASONS, LEAVE WITHOUT PAY
 IO WORK-RELATED INJURY LEAVE WITHOUT PAY WITH BENEFITS
 PO PARENTAL LEAVE WITHOUT PAY WITH BENEFITS
 SO SICK LEAVE WITHOUT PAY WITH BENEFITS
 * ONE SPECIAL FACTOR CODE MUST BE PRESENT
 BSA BACKPAY SETTLEMENTS/GRIEVANCE AWARDS

006220 RETURN FROM LEAVE WITHOUT PAY WITH BENEFITS

FCL FAMILY CARE LEAVE WITHOUT PAY WITH BENEFITS
 OR OTHER REASONS, LEAVE WITHOUT PAY
 IO WORK-RELATED INJURY LEAVE WITHOUT PAY WITH BENEFITS
 PO PARENTAL LEAVE WITHOUT PAY WITH BENEFITS
 SO SICK LEAVE WITHOUT PAY WITH BENEFITS

CODETRANSLATION

* ONE SPECIAL FACTOR CODE MUST BE PRESENT

BSA BACKPAY SETTLEMENTS/GRIEVANCE AWARDS

GM ANNUAL INCREMENT DATE

GN LONGEVITY DATE

GNP LONGEVITY DATE NOT PROSPECTIVE – PAY SCHED S & T

006230

BEGIN ACT 534/632 WORK RELATED DISABILITY LEAVE

BSA BACKPAY SETTLEMENTS/GRIEVANCE AWARDS

006240

RETURN FROM ACT 534/632 WORK RELATED DISABILITY LEAVE

BSA BACKPAY SETTLEMENTS/GRIEVANCE AWARDS

GNP LONGEVITY DATE NOT PROSPECTIVE – PAY SCHED S & T

006270

BEGIN CYCLICAL LWOP WITH BENEFITS

BSA BACKPAY SETTLEMENTS/GRIEVANCE AWARDS

006280

RETURN FROM CYCLICAL LWOP WITH BENEFITS

BSA BACKPAY SETTLEMENTS/GRIEVANCE AWARDS

GM ANNUAL INCREMENT DATE

GN LONGEVITY DATE

GNP LONGEVITY DATE NOT PROSPECTIVE – PAY SCHED S & T

006330

BEGIN MEDICAL LWOP WITH BENEFITS (DEPT. 003 ONLY)

006340

RETURN MEDICAL LWOP WITH BENEFITS (DEPT. 003 ONLY)

GM ANNUAL INCREMENT DATE

GN LONGEVITY DATE

GNP LONGEVITY DATE NOT PROSPECTIVE – PAY SCHED S & T

006520

BEGIN HEART & LUNG WORK RELATED DISABILITY LEAVE

BSA BACKPAY SETTLEMENTS/GRIEVANCE AWARDS

CODETRANSLATION

006530

RETURN FROM HEART & LUNG WORK RELATED DISABILITY LEAVE

BSA BACKPAY SETTLEMENTS/GRIEVANCE AWARDS

GNP LONGEVITY DATE NOT PROSPECTIVE – PAY SCHED S & T

007000

PERSONAL DATA CHANGES

FB BIRTHDATE

FC CURRENT SERVICE DATE

FD EMPLOYE NAME

FE EMPLOYE ADDRESS

FF ORIGINAL HIRE DATE

FH SEX

FI SOCIAL SECURITY NUMBER

FJ HANDICAP

FK MILITARY SERVICE STATUS

FL RACE

FM TENURE STATUS

FN RESIDENCE CODE

FO VOTING CODE

FP LOCAL WAGE TAX PREFERENCE CODE

FQ ANNUITANT INDICATOR

FR FURLOUGHEE STATUS INDICATOR

FS FURLOUGHEE REFUSED RECALL, MADE WHOLE

FT ADVANCE EIC STATUS CODE

FU SOCIAL SECURITY PRIOR EMPLOYER DATA

FV FURLOUGH REFUSED RECALL, NOT MADE WHOLE

008000

EMPLOYMENT CONDITION CHANGES

GA TYPE SERVICE

GB TYPE SERVICE STATUS

GD EMPLOYMENT CONDITION

GE EMPLOYMENT DURATION

GF EMPLOYMENT END DATE

GG REHIRE DATE

GH WORK WEEK SCHEDULE CHANGE

GI REGULAR HOURS OVERRIDE

GJ WORK WEEK SCHEDULE DAYS OFF

GK SHIFT

CODETRANSLATION

GL MEAL PERIOD
 GM ANNUAL INCREMENT DATE
 GN LONGEVITY DATE
 GO TRAINEE INCREMENT DATE
 GS ANTICIPATED END UNPAID STATUS DATE
 GT CHECK DISTRIBUTION CODE
 GV EMERGENCY APPT. - REINSTATE FORMER STATUS
 GCA CORRECT TYPE SERVICE STATUS END DATE; OR
 GCB COMPLETE TYPE SERVICE STATUS END DATE; OR
 GCC REDUCE TYPE SERVICE STATUS END DATE; OR
 GCD EXTEND TYPE SERVICE STATUS END DATE
 DZH FACULTY SABBATICAL SALARY (DEPT. 016 AND DEPT. 013 ONLY)
 GNP LONGEVITY DATE NOT PROSPECTIVE - PAY SCHED S & T
 NCP NO CASH PAYMENT - PAY SCHED S & T - LONGEVITY DATE CHANGED
 NLP NO LONGEVITY PAYMENT - PAY SCHED S & T - LONGEVITY DATE CHANGED

009000

POSITION CREATION

OA NO ACTION ALLOWED ON POSITION
 GC SET REGULAR HOURS TO 80 OR CHANGE TO REG HOURS
 PC SEASONAL
 PD CREATED BY ABOLISHING ANOTHER
 PE NOT PART OF COMPLEMENT
 PF CREATED AS A RESULT OF REBUDGET
 PG EXEMPT FROM CLASSIFIED SERVICE
 PL RE - CREATION OF ABOLISHED POSITION
 FLS FAIR LABOR STANDARD ACT OVRD

009020

POSITION ABOLISHMENT

BJ LACK OF WORK
 BK LACK OF FUNDS
 PC SEASONAL
 PJ ABOLISH AS A RESULT OF REORGANIZATION
 PK ABOLISH AS A RESULT OF REBUDGET

CODETRANSLATION

009030

CHANGE IN DEPARTMENT, ORGANIZATION OR CLASS

AF UNION ARBITRATION
 AG GRIEVANCE
 AH CIVIL SERVICE COMMISSION ORDER
 AI COURT ORDER
 AJ PA HUMAN RELATIONS COMMISSION ORDER
 CN IN ACCORDANCE WITH EXEC BOARD AMENDMENT (903 ALONE OR
 903 WITH 399/410, 420, 430, OR 499)
 GC SET REGULAR HOURS TO 80 OR CHANGE TO REG HOURS
 OA NO ACTION ALLOWED ON POSITION
 PE NOT PART OF COMPLEMENT
 PG EXEMPT FROM CLASSIFIED SERVICE
 PR DEPARTMENT REORGANIZATION (903 ALONE OR 903 WITH 320/499)
 FLS FAIR LABOR STANDARD ACT OVRD

009040

CHANGE TO OTHER POSITION CHARACTERISTICS

AF UNION ARBITRATION
 AG GRIEVANCE
 AH CIVIL SERVICE COMMISSION ORDER
 AI COURT ORDER
 AJ PA HUMAN RELATIONS COMMISSION ORDER
 CN IN ACCORDANCE WITH EXEC BOARD AMENDMENT
 GC SET REGULAR HOURS TO 80 OR CHANGE TO REG HOURS
 OA NO ACTION ALLOWED ON POSITION
 PG EXEMPT FROM CLASSIFIED SERVICE
 FLS FAIR LABOR STANDARD ACT OVRD

009050

CHANGE TO POSITION AGENCY ELECTIVES

010000

BENEFIT OR DEPENDENT CHANGE

HA MEDICAL/HOSPITALIZATION
 HB HEALTH & WELFARE
 HC RETIREMENT
 HD GROUP LIFE INSURANCE
 HE DEPENDENT DATE
 MOE MED/HOSPITAL ANNUAL OPEN ENROLLMENT

CODETRANSLATION

011000

PAYROLL DEDUCTION CHANGE

IA PAYROLL TAX DEDUCTION*IB* VOLUNTARY DEDUCTION*DDO* DIRECT DEPOSIT OVERRIDE

012000

CHANGE TO EMPLOYE AGENCY ELECTIVE

013000

PERFORMANCE

014000

TRAINING

015000

CENTRAL USER ELECTIVE CHANGE

016000

ALTERNATIVE DISCIPLINARY INCIDENT

DIF DISCIPLINARY INCIDENT - 1ST OCCURRENCE*DIS* DISCIPLINARY INCIDENT - 2ND OCCURRENCE*BSA* BACKPAY SETTLEMENTS/GRIEVANCE AWARDS

019000

EMPLOYE REIMBURSEMENT CHANGE

020000

LEAVE PAYMENT - INACTIVE EMPLOYEE

BC IN LIEU OF FURLOUGH*BCR* COMPROMISE AND RELEASE NEGOTIATED*BJ* LACK OF WORK*BK* LACK OF FUNDS*BL* NON WORK RELATED*BM* WORK RELATED - LINE OF DUTY*BN* WORK RELATED - NOT IN LINE OF DUTY*BO* AGE*BP* WORK RELATED DISABILITY*BQ* YEARS OF SERVICE*BR* SPECIAL LEGISLATION*BT* NON WORK RELATED DISABILITY*BU* IN LIEU OF DISMISSAL*BPR* WORK RELATED INJURY RETURN FULL DUTY*BRD* ACT 1994 - 29 - 30 YEARS, ANY AGE

*AT LEAST ONE SPECIAL FACTOR CODE MUST BE PRESENT ON ALL

CODETRANSLATION

LEAVE PAYMENTS

030000	HISTORICAL DOCUMENTATION/REMARKS ACTION
050000	WORK RELATED DISABILITY PAY ADJUSTMENT
051000	FINAL PAY PROCESSING - TERMINATED EMPLOYE
052000	SABBATICAL LEAVE PAY ADJUSTMENT
053000	NON CASH COMPENSATION
054000	OVERPAYMENT ADJUSTMENT
055000	EARNINGS OVERRIDE ADJUSTMENT
056000	SURVIVOR DATA CHANGE
BZ	SURVIVOR DATA CHANGE

JS 44
(Rev. 7/95)

CIVIL COVER SHEET

The JS-44 civil cover sheet and the information contained herein neither replace nor supplement the filing and service of pleadings or other papers as required by law, except as provided by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for the use of the Clerk of Court for the purpose of initiating the civil docket sheet. (SEE INSTRUCTIONS ON THE REVERSE OF THE FORM.)

I. (a) PLAINTIFFS

Wilhelm, Barbara A.

DEFENDANTS

Commonwealth of PA, Penna. State Police
Evanko, Paul J. Commissioner
Coury, Thomas K. Lt. Colonel
Simmers, Michael D. Captain

(b) COUNTY OF RESIDENCE OF FIRST LISTED PLAINTIFF Dauphin
(EXCEPT IN U.S. PLAINTIFF CASES)

COUNTY OF RESIDENCE OF FIRST LISTED DEFENDANT Dauphin
(IN U.S. PLAINTIFF CASES ONLY)

NOTE: IN LAND CONDEMNATION CASES, USE THE LOCATION OF THE TRACT OF LAND INVOLVED.

(c) ATTORNEYS (FIRM NAME, ADDRESS, AND TELEPHONE NUMBER)

Nathan C. Pringle, Jr.
3601 North Progress Avenue, Suite 200
Harrisburg, Pennsylvania 17110
(717) 909-8520

ATTORNEYS (IF KNOWN)

Barbara L. Christie, Chief Counsel
Pennsylvania State Police
1800 Elmerton Avenue Harrisburg, PA17
(717) 783-5568

II. BASIS OF JURISDICTION

(PLACE AN "X" IN ONE BOX ONLY)

- ☐ 1 U.S. Government Plaintiff
☒ 3 Federal Question (U.S. Government Not a Party)
☐ 2 U.S. Government Defendant
☐ 4 Diversity (Indicate Citizenship of Parties in Item III)

III. CITIZENSHIP OF PRINCIPAL PARTIES

(For Diversity Cases Only)

(PLACE AN "X" IN ONE BOX FOR PLAINTIFF AND ONE BOX FOR DEFENDANT)

- | | | | |
|------------------------------------------------------------------|---------------------------------------|------------------------------------------------------------------------------------------|----------------------------|
| PTF | DEF | PTF | DEF |
| <input type="checkbox"/> Citizen of This State | <input checked="" type="checkbox"/> 1 | <input type="checkbox"/> 1 Incorporated or Principal Place of Business in This State | <input type="checkbox"/> 4 |
| <input type="checkbox"/> Citizen of Another State | <input type="checkbox"/> 2 | <input type="checkbox"/> 2 Incorporated and Principal Place of Business in Another State | <input type="checkbox"/> 5 |
| <input type="checkbox"/> Citizen or Subject of a Foreign Country | <input type="checkbox"/> 3 | <input type="checkbox"/> 3 Foreign Nation | <input type="checkbox"/> 6 |

IV. CAUSE OF ACTION

(CITE THE U.S. CIVIL STATUTE UNDER WHICH YOU ARE FILING AND WRITE BRIEF STATEMENT OF CAUSE. DO NOT CITE JURISDICTIONAL STATUTES UNLESS DIVERSITY.)

42 U.S.C. Sections 1983 and 1988, Title VII of the Civil Rights Act of 1964, Equal Pay Act of 1963, Pennsylvania Human Relations Act, Whistleblower Law. Discriminatory Employment Practices and Termination

V. NATURE OF SUIT

(PLACE AN "X" IN ONE BOX ONLY)

CONTRACT	TORTS		FORFEITURE/PENALTY	BANKRUPTCY	OTHER STATUTES
<input type="checkbox"/> 110 Insurance <input type="checkbox"/> 120 Marine <input type="checkbox"/> 130 Miller Act <input type="checkbox"/> 140 Negotiable Instrument <input type="checkbox"/> 150 Recovery of Overpayment & Enforcement of Judgment <input type="checkbox"/> 151 Medicare Act <input type="checkbox"/> 152 Recovery of Defaulted Student Loans (Excl. Veterans) <input type="checkbox"/> 153 Recovery of Overpayment of Veteran's Benefits <input type="checkbox"/> 160 Stockholders' Suits <input type="checkbox"/> 190 Other Contract <input type="checkbox"/> 195 Contract Product Liability	PERSONAL INJURY <input type="checkbox"/> 310 Airplane <input type="checkbox"/> 315 Airplane Product Liability <input type="checkbox"/> 320 Assault, Ubel & Slander <input type="checkbox"/> 330 Federal Employers' Liability <input type="checkbox"/> 340 Marine <input type="checkbox"/> 345 Marine Product Liability <input type="checkbox"/> 350 Motor Vehicle <input type="checkbox"/> 355 Motor Vehicle Product Liability <input type="checkbox"/> 360 Other Personal Injury	PERSONAL INJURY <input type="checkbox"/> 362 Personal Injury - Med Malpractice <input type="checkbox"/> 365 Personal Injury - Product Liability <input type="checkbox"/> 368 Asbestos Personal Injury Product Liability PERSONAL PROPERTY <input type="checkbox"/> 370 Other Fraud <input type="checkbox"/> 371 Truth in Lending <input type="checkbox"/> 380 Other Personal Property Damage <input type="checkbox"/> 385 Property Damage Product Liability	<input type="checkbox"/> 610 Agriculture <input type="checkbox"/> 620 Other Food & Drug <input type="checkbox"/> 625 Drug Related Seizure of Property 21 USC 881 <input type="checkbox"/> 630 Liquor Laws <input type="checkbox"/> 640 R.R. & Truck <input type="checkbox"/> 650 Airline Regs. <input type="checkbox"/> 660 Occupational Safety/Health <input type="checkbox"/> 690 Other	<input type="checkbox"/> 422 Appeal 28 USC 158 <input type="checkbox"/> 423 Withdrawal 28 USC 157 PROPERTY RIGHTS <input type="checkbox"/> 820 Copyrights <input type="checkbox"/> 830 Patent <input type="checkbox"/> 840 Trademark	<input type="checkbox"/> 400 State Reapportionment <input type="checkbox"/> 410 Antitrust <input type="checkbox"/> 430 Banks and Banking <input type="checkbox"/> 450 Commerce/ICC Rates/fees <input type="checkbox"/> 460 Deportation <input type="checkbox"/> 470 Racketeer Influenced and Corrupt Organizations <input type="checkbox"/> 810 Selective Service <input type="checkbox"/> 850 Securities/Commodities Exchange <input type="checkbox"/> 875 Customer Challenge 12 USC 3410 <input type="checkbox"/> 881 Agricultural Acts <input type="checkbox"/> 882 Economic Stabilization <input type="checkbox"/> 883 Environmental Matters <input type="checkbox"/> 884 Energy Allocation Act <input type="checkbox"/> 885 Freedom of Information Act <input type="checkbox"/> 900 Appeal of Fee Determination Under Equal Access to Justice Act <input type="checkbox"/> 950 Constitutionality of State Statutes <input type="checkbox"/> 990 Other Statutory Actions
REAL PROPERTY <input type="checkbox"/> 210 Land Condemnation <input type="checkbox"/> 220 Foreclosure <input type="checkbox"/> 230 Rent Lease & Ejectment <input type="checkbox"/> 240 Torts to Land <input type="checkbox"/> 245 Tort Product Liability <input type="checkbox"/> 290 All Other Real Property	CIVIL RIGHTS <input checked="" type="checkbox"/> 441 Voting <input type="checkbox"/> 442 Employment <input type="checkbox"/> 443 Housing/Accommodations <input type="checkbox"/> 444 Welfare <input type="checkbox"/> 440 Other Civil Rights	PRISONER PETITIONS <input type="checkbox"/> 510 Motions to Vacate Sentence <input type="checkbox"/> Habeas Corpus: <input type="checkbox"/> 530 General <input type="checkbox"/> 535 Death Penalty <input type="checkbox"/> 540 Mandamus & Other <input type="checkbox"/> 550 Civil Rights	LABOR <input type="checkbox"/> 710 Fair Labor Standards Act <input type="checkbox"/> 720 Labor/Mgmt. Relations <input type="checkbox"/> 730 Labor/Mgmt. Reporting & Disclosure Act <input type="checkbox"/> 740 Railway Labor Act <input type="checkbox"/> 790 Other Labor Litigation <input type="checkbox"/> 791 Empl. Ret. Inc. Security Act	SOCIAL SECURITY <input type="checkbox"/> 861 HIA (1395m) <input type="checkbox"/> 862 Black Lung (923) <input type="checkbox"/> 863 DIWC/DIWW (405(g)) <input type="checkbox"/> 864 SSD Title XVI <input type="checkbox"/> 865 RSI (405(g)) FEDERAL TAX SUITS <input type="checkbox"/> 870 Taxes (U.S. Plaintiff or Defendant) <input type="checkbox"/> 871 IRS - Third Party 28 USC 7609	

VI. ORIGIN

(PLACE AN "X" IN ONE BOX ONLY)

- ☒ 1 Original Proceeding
☐ 2 Removed from State Court
☐ 3 Remanded from Appellate Court
☐ 4 Reinstated or Reopened
☐ 5 Transferred from another district (specify)
☐ 6 Multidistrict Litigation
☐ 7 Appeal to District Judge from Magistrate Judgment

VII. REQUESTED IN COMPLAINT:

CHECK IF THIS IS A CLASS ACTION
☐ UNDER F.R.C.P. 23

DEMAND \$

In Excess of 100,000

CHECK YES only if demanded in complaint

JURY DEMAND:

☒ YESVIII. RELATED CASE(S) (See instructions):
IF ANY

JUDGE

DOCKET NUMBER

DATE

SIGNATURE OF ATTORNEY OF RECORD